

HEU bargaining begins

The Hospital Employees Union will head to the bargaining table Feb. 14 to advance its proposals for a fair collective agreement for hospital workers.

Despite government threats of wage controls, HEU is determined to advance the union's case for pay equity, an adequate wage increase and improvements in working and caring conditions.

The bargaining committee will back up its position with a province-wide campaign to tell the public about the vital role of hospital workers.

The theme is Hospital Workers: the Heart of Health Care.

HEU will begin bargaining with HLRA Feb. 14 and expects to start talks with CCERA and Pricare soon after.

Special bargaining coverage in this issue of the Guardian includes:

- Six Steps to Fairness — HEU's demands, their justification and why the government can afford to meet them, starting page 8.
- Wage controls — HEU's response to Bill Vander Zalm's call for curbs on public sector wages. Page 3.

Guardian



VOL. 9 NO. 1

THE VOICE OF THE HOSPITAL EMPLOYEES UNION

FEBRUARY 1991



MAINTAINING THE LIFELINE: HEU members Linda McLean (left) and Gloria Kelly ensure that the Canadian Red Cross' transportation system functions smoothly to bring blood from clinics to the Red Cross headquarters in Vancouver. They also ship blood products back to hospitals. The Canadian Red Cross has been advised by the Department of National Defense that it may be required to ship blood to Canadian forces in the Persian Gulf.

GLEN ERIKSON PHOTO.



Health workers at centre stage

New York hospital workers tell their story with drama and song.

PAGE 5

Rebuilding a family

An HEU member tells how her dysfunctional family has been reunited and started healing after 37 years.

PAGE 11

Pride in our work

Hospital workers are the heart of health care — that's the message HEU members will be giving patients and the public in the coming weeks.



HEU ready for challenges of bargaining, B.C. election

THIS ISSUE of The Guardian marks a turning point in how the Hospital Employees Union communicates with its members. For the first time ever, the union's main publication is being mailed out to 30,000 members.

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The demands that HEU's bargaining committee will present to the employ-



COMMENT

By CARMELA ALLEVATO

ers affect not only the wages and welfare of our members but also the quality of health care available to British Columbians.

In addition to demands for a fair compensation package for our members, the restoration of the nursing team, reasonable workload levels, a reduced work week and a safe and healthy working environment are some of the issues that HEU members have instructed their bargaining committee to address in these negotiations.

And this time there must be pay equity for HEU members. The work our

members do has traditionally been viewed as "women's work" and because of that, it has always been undervalued and underpaid. That injustice has to be redressed.

The union has worked hard at all levels over the past year and a half to put into practice all that we learned from the strike of 1989. The changes to the constitution, including the creation of a separate strike fund and a new dues structure, adopted at the 17th Biennial Convention, have given the union the mandate and the resources to harness the strength of the membership to win a fair collective that does justice to our issues.

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On health care issues the record speaks very loud and it says this Social Credit government has got to go.

Letters

The Guardian welcomes letters to the editor. Please be brief. Write to 2006 W. 10th Ave., V6J 4P5 or leave your views on the HEU Guardian Hotline, 734-5311.

Why this rush toward war?

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Vancouver

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and faces possible closure in the spring. Surely this reflects the administration's misapprehension of what plastic surgery is.

Contrary to popular belief, cosmetic surgery makes up a very small percentage of the case-load. Instead, there are many trauma patients and people with cancer. The need to maintain a specialized plastic surgery unit is genuine.

I am not suggesting that another ward be cut back instead of plastic surgery. Rather, it is an issue of how much money is spent on health care and what portion is allocated for day-to-day operations.

J.V. MILLER,
Ward A3
Vancouver General
Hospital

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

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Senator Mitchell pointed out that international and U.S. government officials such as Secretary Baker and Secretary



Cheney agree the international blockade is working. This is the first time in human history that international consensus has successfully imposed such a blockade. Any rational person can understand that a war with Iraq will primarily destroy the lives of innocent Iraqi and other civilians, and is likely to reap an unimaginable harvest of hatred and violence throughout the region in the future.

Under the circumstances, I am at a loss to understand our government's lock-step compliance with U.S. government policy. I call on Prime Minister Mulroney to reconsider the rush towards war. We should support the maintenance of U.N. sanctions as a more rational and humane alternative.

TOM PERRY,
NDP MLA for Point Grey,
Victoria

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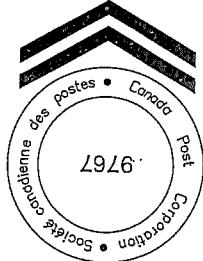
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HBU joined with a broad coalition of organizations, including the B.C. Federation of Labour and the B.C. Teachers Federation, in an open letter Jan. 14 to Prime Minister Brian Mulroney urging a peaceful resolution to the conflict.

"War in the Middle East is about oil and economic power," the letter said, "not freedom. We condemn Iraq's invasion but deadlines and massive military response will not bring a peaceful resolution. War will bring only a bloodbath and environmental disaster."

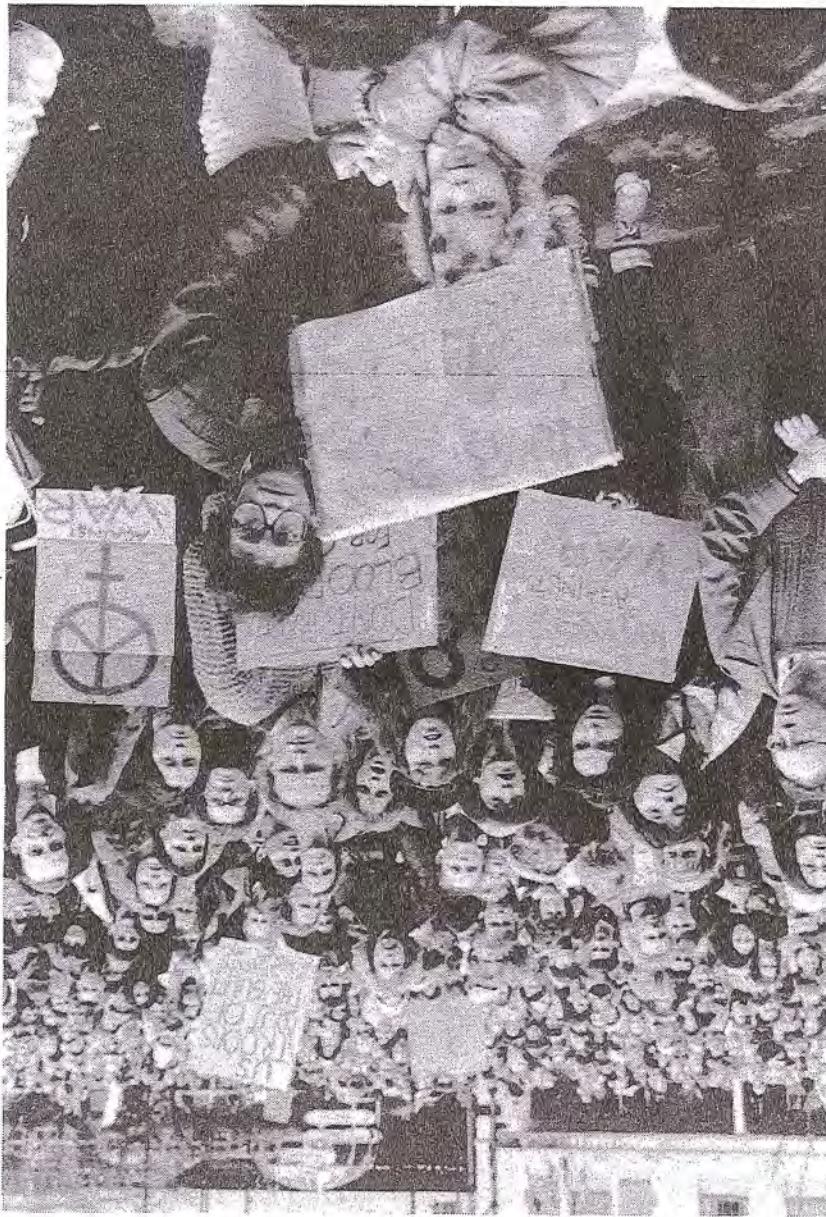
The letter urged more time for negotiations to work, withdrawal of Canadian troops and a return of Canadian forces to their home base to "its role of sanctions-monitoring and enforcement. We agree that Canada should remain in the Gulf for this purpose. Iraq must be forced to abandon its policy of aggression and brutal occupation of Kuwait."

"But the situation calls for Canada's immediate commitment to involve itself in battle with Iraq. Canada should make no attempt to be involved in military conflict with its neighbour.

That the situation calls for Canada's intervention in a situation of self-defence."

HEU joins movement for peace in the Gulf

STANDING FOR PEACE: NDP MP Svend Robinson and HEU secretary-general Carmela Allevari were among speakers who addressed more than 5,000 peace demonstrators in Vancouver Jan. 12 before the expiry of the United Nations deadline for Iraq's withdrawal from Kuwait.



Thousands of British Columbians rallied in downtown Vancouver and around the province Jan. 12 to urge a peaceful settlement to the immediate provincial conflict Jan. 15, the day the demonstrations began, and a huge peace march war began, and a huge peace march Jan. 26 which snaked through downtown Vancouver. That rally was followed by more demonstrations Jan. 15, the day the war began, and a huge peace march a peaceful war in the Persian Gulf.

HEU members and representa- tives participated in each of the events, along with other peace- ways urged peaceful solutions to inter-provincial conflicts". HEU secre- tary-business manager Carmela Allevari told Vancouver's Jan. 13 rally, "Workers always are called upon to pay the price of war, both with their lives and with damaged property. We must demand that the workers of Canada be allowed to live in peace and security."

"The labour movement has al- ways urged peaceful solutions to inter-provincial conflicts", HEU secre- tary-business manager Carmela Allevari told Vancouver's Jan. 13 rally. "Workers always are called upon to pay the price of war, both with their lives and with damaged property. We must demand that the workers of Canada be allowed to live in peace and security."

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HEU opposition to the war flows from long-standing convention poli- cy urging peaceful resolution of in- terprovincial conflict. The HEU con- tinued to the B.C. Federation of Labour convention in November, which included more than 170 rep- resentatives of locals from around the province, reviewed the specific issues of the conflict in the Gulf and agreed to support economic sanctions to the best means to compel



donated Christmas hams in December to the local Emergency Women's Shelter and to the Good Bank. Handing over the hams are (left to right) trustee Donna Braysaw, food bank representative Dennis Burton Knitt and local chapter president Karen Plockert.

HEU Urges \$20 Million To Stop Cutbacks	The provincial government has released a public statement calling for a deficit of \$15 to 20 million. The association will be laid in connection with the investigation.
A hospital budget crisis forcing services cuts - backs and layoffs across B.C. prompted a call last month for emergency funding by government ministers for health care services until a review of the health care system is taken, said union sec-	tions. The contract brings home union members under the continuing employment relations Association (CERA) Standard Collective Agreement and gives them substantial improvements in conditions.
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HEU Sends Rep To Pro-Canada Network	HEU sends representatives to the newly-formed Pro-Canada Network, said union sec-
Rep To Pro-Canada Network	Carmela Allevato to lead the health ministry to meet with the union.

To collect wrong doing in
donated Christmas hams in December to the
local Emergency Women's Shelter and to the
Food Bank. Handing over the hams are (left to
right) trustee Donna Brayshaw, food bank repre-
sentatives Burton Knitt and local chapterperson
Ken Prokopetz.

Hospital Vice-President
of Finance Patrick Kre-
singer late year.
Hospital administrators
do not know if charges
against late fees.

What We're Up To

If Bill VanDer Zalm is thinking a campaign to beat up on public sector workers is a key to his re-election hopes, he might look back at the fate of W.A.C. Bennett in 1972.

Fig. 10. A photograph of the same area as Figure 9, showing the effect of the removal of the vegetation.



CONTROLS: *INTERHITTING*
MEMBERS: *WACKY*
members mobilized to help
defeat Wacky
SOCREDS: *ENMITE'S*

A Waiting to Zam in events of '72?

The Canadian Red Cross hopes to increase this country to 100,000 this year from its current level of only 16,700, says Sheena Wilkie, of the Bone Marrow Transplant Unit. Of the Bone Marrow Transplant Unit, 9,000 are in B.C., so other provinces have a long way to go.

Wilkie, whose unit works out Van- couver's St. Vincent's Hospital, says more money for the registry would always be welcome, but the existing staff can handle the current volume.

Because of the difficulty of matching a recipient to a donor, types can be saved if the registry is increased. The limiting factor, Caldwell, may be lack of funding to hire the skilled technicians needed to do the tissue matching.

Much of the existing funding for the Canadian Red Cross Bone Marrow Registry comes from a foundation established by RCMP officers in memory of a colleague who died of leukemia. But only about 25 percent of leukemia victims are transplantable, according to Dr. Linda Vickers, who coordinates treatment for Leukemia but proven treatment for Leukemia.

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COUNTRONING IZQUEMIA; HE
Burinaby General member Cratig
Caldwell, seen here at last fall's
union convention, wants other
health workers to add their names
to the Bone Marrow Registry.

After the imposition of the cur-
bact, many HEU members turned
their energies to defeating the So-
cialist government in the election the
following fall of 1972.

Throughout the early months of 1972, members of the HEU jammed controls to protest government wage increases to back their bargains. In August committee with strike votes.

HEU also wanted four weeks holi-
Jan. 1, 1972.

The union had begun negotiations
with over two years, with a mini-
mum monthly wage rate of \$500 by

The BCCHA had reason to be confident that the Society would ball them out of their responsibility for collective bargaining. In late 1971, Ben-nett's government had ordered a wage ceiling of 6.5 percent on all public sector contracts settlements, designating the Medianation Commis-sion to keep settlements in line.

The decree stopped negotiations with the B.C. Hospitals Association three months at the bargaining table, the employers sat on their hands, refusing to table a wage offer.

On April 26, 1972, something Pre-
mier W.A.C. Bennett called the B.C.
Mediation Commission imposed
wage hikes of 6.25 percent in each
year of a new two-year contract for
members of the Hospital Employees
Union and the Registered Nurses
Association of B.C.

MITH BILL VANDER ZAHM MUSING ABOUT A NEW ROUND OF PRE-ELECTION PUBLIC SECTOR WAGE CONTROLS, DESIGNED TO SAVE HIS POLITICAL SKIN, IT'S USEFUL TO LOOK BACK ALMOST 20 YEARS TO THE FIRST TIME A SOCIAL CREDIT GOVERNMENT IMPOSED A WAGE SETTLEMENT ON HOSPITAL WORKERS BY DECREE.

LOOK BACK

Caldwell checked himself into the emergency ward at Burmaby General Hospital where he was admitted to the high fever unit. Doctors reviewing his symptoms told him he had the flu. His wife, Linda, was beside him throughout his stay.

Union member urges bone marrow registration

the hierarchy in health care into a true partner. Sciences Association and doctors to transform working together with the BCNU, the Health Team goes on, and part of that effort involves work in its effort to save the Nursing Team. But this HNU has made great progress in the past year brothers.

part of saving the jobs of their HNU sisters and brothers of the B.C. Nurses' Union tested in supporters of the Nursing Team, many members of Joint Study on the RNs. During last year's RNABC, are busy laying off LPNs, orderlies and aides even though there is a shortage of RNs. These attacks on LPNs, Orderlies and Aides pitals, many of whom are promoted in the of B.C. denies that it is against the use of LPNs. So while the Registered Nurses Association closer to the image of the medical profession. RNs get more credentials and to organize nursing themselves and nurses in general is to make them members are suffering. These RNs in management positions think that the best way to advance approach, and this is where HNU Nursing Team But other RNs are taking a different on the picket line.

demands for better pay and working conditions First, many RNs are becoming militant trade unionists, and they are now backing up their RNs are working on this problem in two ways. RNs are status quo to raise the status of nurses. are the RNs, who want to change this hierarchy. Shifting uncomfortable inside that hierarchy are the HNU members of the Nursing Team.

Doctors stand at the top of the patient care hierarchy. Below them are RNs, and below RNs been so badly damaged in the past decade?

In my view, the answer begins with a problem. Dr. Gabor Mate of Vancouver raised in his Team meeting in Richmond: The hierarchy of misgiving full address to last year's HNU Nursing Team Dr. Gabor Mate of Vancouver raised in his hierarchy. Below them are RNs, and below RNs are the HNU members of the Nursing Team.

Who's behind the attacks on LPNs' role in team nursing?

The commission has been impressed by testimony from HNU members and others about months. Several theorists have been advanced, includ- ing one that LPNs "priced themselves out of the market," when wage increases in the 1970s brought LPNs closer to wages for other registered nurses for a short period of time. Registered Nurses have been asked by the HNU Nursing Team members.

The commission has been impressed by testi-

mation on Health Care and Costs in the last few

years of the B.C. Royal Com-

mission many times by mem-

This question has been

asked many times by mem-

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the international labour movement to protect the representation of KMU has appealed to its allies in Mayo Uno federation, one of the measures for the militant Kilusang

Crispin Beltran was charged with sedition and government officials threatened to ban KMU entirely. KMU has appealed to its allies in Geneva.

The government reserved special dispensal of picket lines. 300,000 workers in the Manila

strike last October in an effort to launch a national four-day general strike. But the government met the KMU demands to ban KMU entirely.

BIGF Labour organizations have been meeting at the BCGN, HEU and HSA to discuss picket negotiations. HEU had asked the federation to convene a meeting of the BCGN, HEU and HSA to discuss picket negotiations. The meeting of job action in the coming event of picketing in the co-ordination of picketing in the discussion of Labor to discuss issues have met with the B.C. Federation. Meanwhile, BCGN representatives have been meeting at the B.C. Federation to discuss other demands will be presented in language.

Unions battle new crises in Philippines

New York is tough, but every one of the skits in the Take Care review would ring true in most B.C. hospitals, says, "the workers file columnists, says, "the workers file

As Juan Gonzales, a New York

At the end of the free 45-minute

"The days just began," says

Spontaneous songs and

an emergency room worker in one

skit, "You look at the waiting room

and it's just full of hard cases. So

you think it's a bad month, some-

thing you'll get over. Then the real

emergencies start and the patients

keep coming and the sickness is

there and you start to realize it's

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6 Steps to Fairness

THE HEU'S BARGAINING DEMANDS

The following are the six key areas identified by the HEU's bargaining committee for action in the coming round of collective bargaining. They reflect the priorities established by the 12th Wage Policy Conference. The union's goal is to achieve a single contract for HLRA, seek mandatory replacement of staff, overtime rates when working understaffed and fixed staff/patient ratios. The union's demands in this area reflect the importance of many local factors for improved protection from all forms of harassment, discrimination and safety language, immediate provision of health and safety education and promotion of healthy work environments and to combat the incidence of harassment and discrimination.

CCERA and Pricecare facilities:

Pay equity provisions must provide adequate redress to all members of the bargaining unit on the basis that the wages of all health care workers through the establishment of health care has been considered "women's work" and discrimination base rates, elimination of non-discriminatory base rates, adjustment of non-discriminatory pay rates, elimination of pay gaps across the board increases, group adjustments of pay rates and employer-financed child care.

PAY EQUITY

HEU will insist on fair treatment of health care workers through the establishment of health care has been considered "women's work" and discrimination base rates, elimination of non-discriminatory pay rates, adjustment of non-discriminatory pay rates, elimination of pay gaps across the board increases, group adjustments of pay rates and employer-financed child care.

UNION RIGHTS

HEU is seeking faster and fairer grievance procedures, improved education and education leave provisions and clauses to ensure that the union has the ability to defend the collective agreement and to communicate with members.

IMPROVED BENEFITS

HEU is calling for extension of benefits to causals, improvements in the Long Term Disability Plan, expanded Extended Health Plan cover-age and changes to Special Leave and Sick Leave provisions of the contract.

JOB SECURITY

The new collective agreement should contain improved language on privatization. It should end contracting out and tighten scheduling and overtime provisions. The union will not accept any concessions.

WORKING AND CARING CONDITIONS

HEU is calling for reduction in the work-week to 35 hours from 37.5, a condition won twice before and twice taken away by legislation. The bargaining committee will insist on protection of working and caring conditions through restoration of previous and twice taken away by legislation. The role of HEU members in the health care system and the difficult working and caring conditions they must endure, as well as the diversity of skills and ability they require, is all part of HEU's campaign for a decent

contract, highlighted by our slogan — Hospital Workers: the Heart of Health Care!

3

AN ADEQUATE WAGE INCREASE

The union is seeking an across-the-board wage increase of \$3 an hour in each year of a two-year agreement. HEU will press for protection against inflation with a Cost of Living Allowance (COLA) proposal including the wage package clause and GST protection. The wage package increase and GST protection. The wage package inflation with a Cost of Living Allowance (COLA) proposal includes demands for improved premiu-ms on week-ends, when on-call and other wage rate protection.

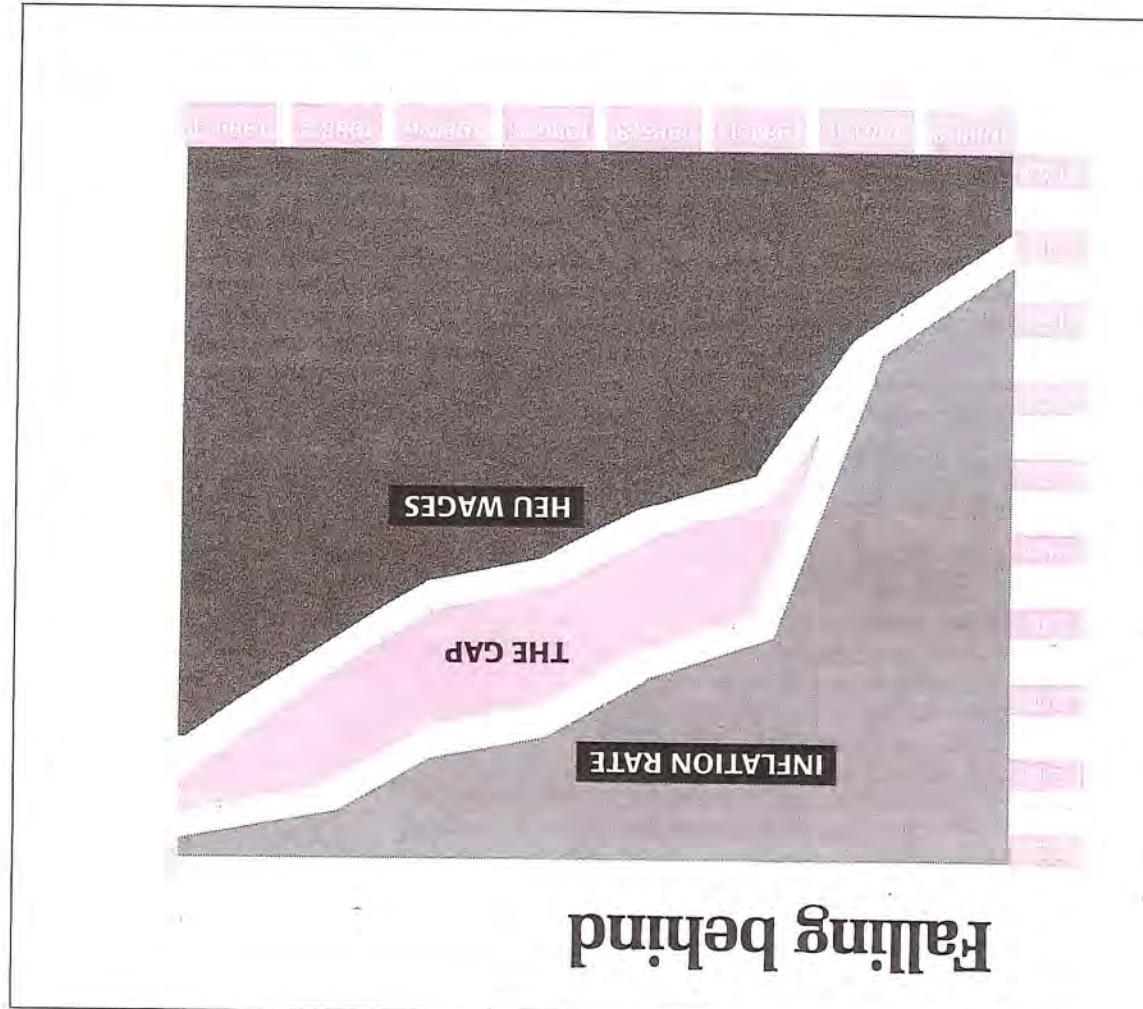
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PAY EQUITY

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1





So it is clear that HEU members deserve more than they are getting. The wage restraint programs and spending cutbacks that have caused HEU members to work harder while seeing their pay rises more than ever low, HEU wants to address this problem very low. HEU carers are health care workers who are harder to find than ever before. In fact, they have seen their pay rise at a rate of 25 per cent higher than that of workers between 1980 and 1988, according to Labour Canada and Statistics Canada.

HEU members working full-time at an average wage rates put many members close or below the poverty line. But the reality today is that average hospital care providers have urged on the government by big business to keep pace with inflation. While these executives have urged on the government by big business to keep pace with inflation, they have seen their pay rises at a rate of 25 per cent higher than that of workers between 1980 and 1988, according to Labour Canada and Statistics Canada, but out wages failed to keep pace with inflation.

HEU members are the most efficient and productive in Canada, but out wages failed

Employers have strongly defended their wage practices against the onslaughts of unions such as HEU. But because the overwhleming majority of health care providers are women, wages for health care providers are women, wages for

John Crow, the governor of the Bank of Canada, who never misses a chance to urge wage controls, has seen his salary double between 1986 and 1990, when it hit \$24,000. And what about all those hospital administrators and managers that they love to hire? In the battle to justify the need for wage and benefit increases, HEU members are well armed.

In rural settings, has often been criticized as being too low, leaving many poor people living to family size and whether one lives in an urban solidly below the urban poverty line. And the poverty line, which varies according to rural setting, has often been criticized as being too low, leaving many poor people living above the official poverty line.

Since 1976, the Consumer Price Index for Vancouver, which is the measure for inflation, has risen by 150.5 per cent, while HEU wages have risen by only 136 per cent. That means that the times when HEU wages fell behind inflation, done, average HEU wages are not very high.

While wages in HEU vary according to work purchases, further eroding their buying power. HEU wages don't buy as much as they did in 1976.

Vancover, which is the measure for inflation, about wage controls.

Since now Bill Vander Zalm is talking again about the opposition is powerful.

In the 1970s, the federal Anti-Inflation Program attacked HEU wages. In the 1980s, it was the provincial Compensation Stabilization Program. And now HEU members, like other Canadians, are paying the taxes that mean that the two wage control programs closely to the two wage control programs. And now HEU members, like other Canadians, are paying the taxes that mean that the two wage control programs closely to the two wage control programs.

HEU has worked hard to improve the wages, benefits and working conditions of all HEU members. But the best paid in Canada.

Some people will point out that B.C. hospital workers are well paid. Due in part to pay equity

shows that they are wrong.

So when a Socred politician says that our

health costs are out of control or that B.C. health care workers get enough, the burden of evidence

shows that they are wrong.

Only two provinces spend less per capita than

B.C. on hospitals in other ways, too.

Only two provinces spend less time and at less cost

than anywhere else in Canada.

B.C. health care workers deliver the nec-

essary care to patients in less time and at less cost

than anywhere else in Canada.

Only two provinces spend less per capita than

B.C. on hospitals in other ways, too.

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The case for a better contract

WHY HEU'S DEMANDS ARE JUSTIFIED

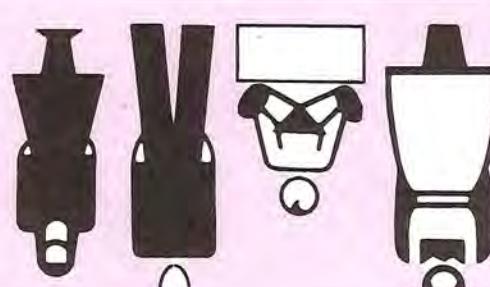
Source: Statistics Canada, HEU Research Department

This is the average monthly wage of HEU members, despite union-negotiated increases during the past 10 years.

\$2,194

This is what a family of four in Vancouver must earn each month to be at the poverty line.

\$2,327



Under the line

Over the past three years, spending increases for the ministry of health have averaged 9.9 per cent, more than one and a half percent behind the annual increase in provincial spending and for the ministry of highways.

Educational spending, by comparison has increased by an average of 16.7 percent over the last three years.

When you hear politicians talk about ability to pay, be skeptical.

Government spending is a matter of priorities. In the 1980s, the Socreds repeatedly cried „poverty”, while they poured money into megaprojects like Northeast coal, which was an economic mistake, Expo 86, which ran a huge deficit, and the Coquihalla Highway, with its massive cost overruns.

Many HRU members are reminded every day when they go to work of government spending priorities. In many facilities, members walk past new hospital wings under construction, complete with a colorful sign boasting of the government's generosity, and then go inside to find closed beds, worn out equipment to work with, and more work to do.

Corporation taxes could be increased, and so can payments for B.C.'s valuable resources. At present, B.C. has one of the lowest tax structures for corporations in Canada.

As well as revenue sources, the government likes to boast how it has \$1.6 billion in a budget stabilization fund and more than \$400 million in a fund from the proceeds of privatization.

In other words, Mel Gouvelier can increase government revenue without increasing your taxes. Among the things he can do is more aggressively fight the federal government's attempts to re-duce its payments for Medicare, education and welfare. Until last year, the Soviets did not object to federal cutbacks.

The government has many sources of revenue, including corporate and other taxes, payments for natural resources such as timber, minerals, oil and gas, transfer payments from the federal government, income from the general government, income from state governments, fees and licenses, lotteries, lot button branch as B.C. Hydro and the Liquor Distribution Board, fees and licences, lotteries, lottery tickets and medicare premiums.

The following tables illustrate the manner in which the
paycheck deduction account for less than a quarter of the
B.C. government's total income, and the provincial
tax avoidance taxes that are taken out of your
paycheck due to tax accounts for only 14 percent.

Pay, let's look at both the revenue and spending sides of the balance sheet.

The public sector have a different idea.

The Hospital Employees' Union and others in
ability to pay for public services.

You have an opinion, but everyone you know has a different idea.

Bill VanDer Zalm, Mel Couveller and their friends on Howe Street have one idea of their

So what is ability to pay? The concept is about
what is easy to define as what constitutes good art.
bers in 1991 bargaining.

Evidently such a review was undertaken before 6,000 B.C. doctors were offered a three-year, \$450 million wage and pension package. The \$150 million annual cost of that deal would more than cover all HEU demands for its 30,000 mem-

B.C. Finance Minister Mel Gouvinier warned in his 1990 budget speech that the government would "review dispute resolution mechanisms to ensure that the larger public interest as well as the taxpayers' ability to pay, is appropriately recognized" in public sector bargaining.

ability to pay. It was a major feature of the tether restraint policy and the Compensation Stabilization Program, which kept wages down during the

If the idea of bargaining between the two sides is to work, it must be based on a clear concept of what each side wants. The most important thing is to know what the government can afford them.

THE HELL'S BARRIERING DEMANDS ARE JUST

EL's demands

THEATRICAL SPENDING: AICHIOS AND TOWNSHIP MILLION VGH EXPENDITURES LIKE THE \$100 MILLION VGH EXPANSION WHILE IT CLOSES BEDS AND LAYS OFF STAFF IN EXISTING FACILITIES. THE MONEY IS THERE, BUT THE PRIORITIES ARE WRONG.



Why the government can't afford to meet HEU's demands

WHERE WILL THE MONEY COME FROM?



After many letters passed back and forth through our counsellors, Marigie called. After that first phone call, things moved a little faster.

Tom and I were at the 17th Bienn-
ial Convention for the HBL when I found out she was coming to Van-
couver to meet us on Nov. 8. I wanted to jump up to the podium and yell out to all the delegates that I was finally going to meet my birth sis-
ter after 37 years, but I controlled myself.

The day arrived and I couldn't sit still. Jackie called to say she hoped we would be there — Mar-
gile biologically or not. She was com-
ing in the house and, as I looked over her shoulder, I could see a person with a suitcase. There was a suitcase walking down the stairs be-
hind her. Everyone knew (including our husbands) that she was coming, except Marigie and me.

Finally, the doorbell rang and Mar-
gile arrived, and said she and Karl (her boyfriend) were in Vancouver
giving time here — Marigie here — Mar-
gile called, and said she and Karl
had been to all the delegations that
was very sorry she was going to miss being with us, but that she
would be there — Marigie here — Mar-

Then the time was here — Mar-
gile called, and said she and Karl
(her boyfriend) were over soon.

So now the four of us were together —
Marigie, many years. We just hugged and kissed.
er for the first time in many, many
years. We just hugged and kissed.

There were no tears! We just didn't
ever want to let go of each other,
ever content. It was the best Christ-
mas we all have ever had, even
though we couldnt get together be-
cause of our jobs.

When our family would be complete,
I baby in a year, I'll have another
and know where she lives,

Knowing that Margie had been adopted, but never for forgotten them again. Over a year ago, Jackie decided to register to find Margie. A few months later, she called from Ohio. She had told us that Margie had registered to find us, too. Her adoptive parents had told us that Margie had registered to find us, too. But we were now out of our way to find her.

To find a lost relative, you must register with the Ministry of Social Services to start proceedings. At that point, we had registered only to find Margie, because our reunion with our mother and our sister had been a painful time, with a lot of jealousy and anger.

Jackie was a nervous support my sister and I had been able to give each other. For our part, there was anger that Jackie and Mom hadn't looked for us earlier and a long period of adjustment. We decided to try to bring our family together one at a time.

There was a lot of red tape to go through, and we felt very frustrated. In a situation like this, you each have to have a counselor to help you cope. I didn't want the counselor, I wanted my sister!

We were told through the country that she was fine and that she didn't need to come but we still didn't know where she was, or anything about her.

On day, Jackie called and said, "What province she was in. What a surprise — she lived in British Columbia!"

My sisters, my brother and I were all taken at a very young age to an orphanage in London. One by one, we were taken to foster homes. My twin sister Mary and I were always put together — thank God! Jackie, our older sister, was the first to go, then Mary and me, then Maggie and Richard were adopted soon to different homes and that is the last we saw of them. Jackie ended up going home to live with our mother, Vera, when she was 11 or 12. (Vera, of St. Thomas, was to say, Mary and I lived in Ornt, died three years ago). In those days, a foster family would take a child, or children, during the school term and then ship them back to the orphanage again to live with the Barclays, a family of five boys, for about eight years old. So now there were three found us when we were about 7 years old. We just had to find a home and start a new life, I met Tom. We were married in 1974, shortly after Mary and I moved to Vancouver to start a new life, I met Tom. We were married in December, 1975.

• Jane Knowles had been waiting nearly a lifetime for the news that came by telephone while she was attending the HEU's 17th Biennial Convocation. After 37 years of separation, a sister she was to be reunited with a search, she was to be reunited with a sister she hadn't seen since childhood. Mountain Place and secretary-treasurer of HEU's local there, is one of five children separated by unfortunate circumstances at an early age. Following is her story.

My name is Jane Knowles, and I recently met a birth sister I hadn't seen in 37 years. There were five siblings in our family. We were all separated due to a dysfunctional family. I would like to tell HEU members my story because so many of us may feel we can't overcome the sat in our convention and listened to the debate on Employee Assistance Programs and heard one fellow member tell us very emotionally about coming from a very emotional family. This came home to me as I sat in a dysfunctional family — or even without a family. I thought of other members have the same problem and might, if they heard my own story, that maybe some even without a family. I thought up in a dysfunctional family — or can overcome the pain of growing up through.

I want to tell HEU members you

BY JANE KNOWLES

An HEU member tells how her family was able to bring itself back together 37 years after its members were dispersed.

Restoring a family

member Jane Knowles (right) had not seen her sister Margaret for 37 years when they were reunited last fall. The story of how she and her sisters came back can overcome the pain of a dysfunctional family. Reunited together after decades of separation is proof that people for this picture were left to attack live (Jane's sister from Ontario), Stan Chin, Mary Chin (Jane's twin sister), Tom Knowles and Jane Knowles.



• Lola Miller is a Radiological Technologist who works with the elderly at Langley Medical Hospital. Glen Downie has worked for a number of years in the health care field.

By Lola M. Miller

aged hand
that withered,
it grasps for mine,
that hand
I hold her hand
and so
they do not help.
I know —
the words
but, even as I say
that we will not hurt.
It's OK
I long to tell her
why, we move her so.
does not remember
and She
once bright and blue
her eyes
my palm
and clutch
as the fingers find
the veins stand out
so fine
parchment skin
I hold in mine
Withered hand
Whispered hand
Never have I been stroked
or the promised resurrection of the flesh
where you wait for some deliverance
or forgiveness in this forgotten world
as I kneel as if for blessing
Your worshipful fingers
with such love before
your gummy-soggy biscuit
in poverty row communion
hand to mouth
hands to mouth

The Hand

By Glen Downie

McMullen also raised Nursing
McMullen also raised Nursing
Team Issues, as did Blaine Benson,
a Licensed Practical Nurse at Royal
General Local, was delivered in front
of a Commission Panel which in
other submissions from the Victoria
General Hospital, was delivered in front
of a Commission Panel which in
another forum. "We will debate in
Fryle told Riddle, "We will get into a debate,"
Riddle told Riddle, "We will discuss the
cussing the HEU submission.

At earlier hearings, Hale Mc-

Mullen and Dora Mold of the

Commission told the Commission in

Courtenay that increased workload,

staff shortages, and a higher turn-

over of patients are leading to more

stress, burnout and back and shoul-

der injuries among hospital workers.

But the next day, when David

Fryle told Riddle, "We will dis-

cussing the HEU submission.

Lowther challenged him to release

information on management staff

that the 1984 amalgamation that

formed GVS has led to deteriora-

tion of communications in the

Victoria General Hospital, Fryle said

that they are making a useful contri-

bution to the system," Riddle said,

when they feel appreciated and know

when they are making a useful contri-

bution to the system," Riddle said,

when they feel appreciated and know

The New Democratic Party was also harshly critical of the pension fund. NDP finance critic Glen Clark said the proposed pension plan reduces the creditability of the pension fund. B.C. Government Employees' Union leader B.B. C. Federation of Labour, and B.C. Teachers' Federation president W.L. Comeled the offer as an important benefit breakthrough.

However, the province's largest health care unions were skeptical of the government's performance. The Hospital Employees' Union suggested the \$25-million annual contribution toward a doctors pension fund was poorly timed in view of the current health care funding crisis.

The B.C. Nurses Union was out-raged that a government unwilling to find money for direct health care services for patients is able to find notes that nurses "basically retire into poverty."

The New Democratic Party was also harshly critical of the pension fund. NDP finance critic Glen Clark said the proposed pension plan reduces the creditability of the pension fund. B.C. Government Employees' Union leader B.B. C. Federation of Labour, and B.C. Teachers' Federation president W.L. Comeled the offer as an important benefit breakthrough.

The B.C. Nurses Union was out-raged that a government unwilling to find money for direct health care services for patients is able to find notes that nurses "basically retire into poverty."

After many months of often stormy negotiations, B.C.'s 6,000 doctors are voting on a new pay package which will cost the province more than \$150 million a year. Doctors began voting in mid-January on the offer and the results are expected in early February. The deal includes fee increases of four percent in 1990 and 3.75 percent in 1991 and 1992 as well as a \$10 million a year contribution for liability insurance and \$10 million for the controversial \$25-million-a-year contract offer is not tied to the controversial \$25-million-a-year benefit plan, which will be set up in 1992.

The B.C. Medical Association insists the contract offer is not tied to the controversial \$25-million-a-year benefit plan, which will be set up in 1992.

Under the terms of the Plan, the Social Credit government will contribute \$25 million a year starting to a fund giving doctors a monthly retirement income.

The government's decision to of-fer doctors the first ever entirely employee financed pension plan re-

B.C. doctors vote on pay deal,

"Workers and their unions are the forgotten people of these re-forms," according to Sylvio Robin-son, the president of the Federacion de Trabajadores CNTU which represents most des afiliates scales, the affiliate of the CNTU that would let one believe that workers are important in the system.".

Leaders of the Confederation of National Trade Unions (CNTU), which represents about 100,000 workers in the health and social services sector, promised to fight changes when the reforms come before the Quebec National Assembly.

The CNTU was strongly dissatisfied by the reform package to the needs of health care workers.

"We had hoped for reforms based on one global policy for health. In stead of that, the minister, Marc-Yvan Cote, gave us a patchwork list of changes, including some we had called for, and others which we are highly critical of," said CNTU vice-president Gérôme Lamontagne.

While the CNTU praised mea- sures such as opening up hospital board meetings to the public and encouraging community clinics and

The Quebec version of the CareCard will be replaced by a card with a photograph and a card bank which will allow the government to keep closer track of citizens. Many of the Quebec reforms are similar to recommendations from Royal Commissions in other provinces and proposals being put before the B.C. Royal Commission.

Commission on Health Care and Costs.
A \$5 fee will be imposed on pa-
tients who visit emergency rooms
when their condition is not deemed
to be an emergency. This fee is
ostenstibly to encourage patients to
go to community clinics rather than
emergency rooms.
As well, the cost of services such
as eye care, dental work, prosthe-

The CNTU notes in its response to the reform package that the user fee and tax on services were called for by the Quebec Employers Council and will most strongly affect people such as senior citizens, mothers giving birth, and victims of workplace accidents.

The reforms announced in Decem-
ber by Quebec Health and So-
cial Services Minister Marc-Yvan
Cote followed more than five years
of study by the government and by a
commission similar to the B.C. Royal

Quebec health unions slam new user fees, health tax

increased his chances of finding drama	a heavy sentence by proclaiming a "shift that impressed".	"Also Paid More waste one hour and 12 minutes a day (or about two months a year) attending unnecessary meetings, according to a survey by Accountemps, a temporary personnel service. There was no estimate of the time spent in necessary meetings, nor of the average wage paid during the time.
Doctors Make It Look Easy	Roger Kapp, 54, former general legal counsel for American Home Prod-	for a doctor and II. Legally ordering enemas tapped the home tele-
not buying any of your pizzas.	ucts, the company that makes Preparation H and charges it with pretending other products, has been charged with selling illegal products, he said.	Calls were traced to a woman look-
not buying any of your pizzas.	er general legal counsel for American Home Prod-	ing for medical help.
not buying any of your pizzas.	Kapp's phone extension at the company. His law-	yer told the judge, "The problem arises from a medical condition in question.
not buying any of your pizzas.	er told the judge, "The	problem arises from a medical condition in question.
Sweden waited one day longer than Canada to bring in a general value added" or service tax, but when the in-	crease came, it was a 25 percent whopper — more for haircuts, beauty	day longer than Canada to bring in a general value added" or service tax, but when the in-
The Top 100	Sweden waited one day longer than Canada to bring in a general value added" or service tax, but when the in-	increase came, it was a 25 percent whopper — more for haircuts, beauty

A cartoon illustration of a man's head with a speech bubble containing the date '9/10/22'. The man has a worried expression and is looking upwards. The speech bubble is positioned above his head, with the date written in a stylized font.



Coffee Break

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Hospital Employees' Union
2006 West 10th Avenue
Vancouver, B.C. V6J 4P5
Telephone: 734-3431



For more information:

This 20-minute tape, which features apprentices by Jesse Jackson and Local 1199 president Dennis Riviera, is an inspiration and a guide to action. In 1989, belaguered New York City hospital workers ended a period of dirt-in-their-unions and mobilized to shatter their employers' united front. Highly recommended.

On the Move for Victory - 1199

Originally produced as a film, this 26-minute review of the 1978 convention gives us a sense of our union's roots.

HEU 11th Biennial Convention

The union's battle against Bill 19, Social Credits retrospective labour legislation. This 15 minutes.

HEU - Fighting for Democracy

The union's battle against Bill 19, Social Credits retrospective labour legislation. This 15 minutes.

Better Health Care

The union's battle against Bill 19, Social Credits retrospective labour legislation. This 15 minutes.

HEU - Working for

The union's battle against Bill 19, Social Credits retrospective labour legislation. This 15 minutes.

HEU - Working for Democracy

The union's battle against Bill 19, Social Credits retrospective labour legislation. This 15 minutes.

Pay Equity

The union's battle against Bill 19, Social Credits retrospective labour legislation. This 15 minutes.

Pay Equity will be a major issue in the coming round of health care collective bargaining. In a keynote address to the 17th Biennial Convention of the HEU, Barb Byers, president of the Saskatchewan Federation of Labour, made a compelling case for pay equity, particularly in the health care field.

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Saskatchewan Biennial Convention of the HEU

Costs — a summary of where we stand on the crisis in health care. 9.48 minutes.

Health Care

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Guardian



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FEBRUARY 1991



HEU bargaining report

Hospital workers: the heart of health care. HEU makes the case for pay equity, wage increases and other improvements in contract talks

PAGE 8

Health care at centre stage

Hospital workers in New York are teaching others about life in the health care system through theatre and music

PAGE 5

Rebuilding a broken family

An HEU member tells how she and her family have been reunited after almost four decades of separation.

PAGE 11



We're in the mail!

If you're an HEU member, you should have received this paper at your home. If your address is wrong or if you haven't received the paper and you would like to, use the card between pages 2 and 3 to let us know.

PAGE 3



Hospital workers: the heart of health care! That's the message HEU is sending British Columbians as we head to the bargaining table this spring.

During bargaining, HEU members will be wearing Heart of Health Care buttons to highlight our vital role working and caring for the people of B.C.

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