

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION, 180

Vol. XII

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JOE MORRIS, left, president of Canadian Labor Congress talks with H.E.U. Secretary-Business Manager Jack Gerow following breakfast meeting in Vancouver. Gerow and Morris discussed H.E.U.'s application for reaffiliation with the CLC. Further meetings are planned before a decision on the reaffiliation bid is made.

Bargaining proposals forwarded to units

Proposals by the Provincial Executive for bargaining demands have gone out to all H.E.U. units for consideration at their June meetings.

Delegates from each unit will attend the Wage Policy Conference in Vernon Sept. 6 and 7 to finalize a package for the bargaining committee to take to provincial bargaining.

The Executive's recommendations include:

- **Wages:** A \$1 an hour general wage increase in each year of a two-year collective agreement.
- **Cost of Living Allowance:** A one per cent general wage increase for each 1.0 point increase in the B.C. Consumer Price Index with no "hurdles" and payable quarterly;
- **Hours of work:** 35 hours per week with an eight-hour work day, incorporating a banking concept whereby additional hours will be accumulated and granted as whole off-duty days;
- **Vacations:** 20 work days after one years' service; 25 work days after five years' service; 30 work days after 10 years' service; 35 work days after 15 years' service; supplementary vacations after 20 years' service;
- **Statutory holidays:** All statutory holidays to be paid at time and one half rates in addition to regular pay plus rescheduling of statutory holiday with pay;
- **Severance allowance:** One week's pay for each year of service payable upon termination after 10 years of service;
- **On-call differential:** \$10 per shift;
- **Uniforms:** Uniform allowance for those employees not required to wear uniforms and establish joint consultation and rights of appeal on quality and style

of uniforms for those required to wear uniforms;

- **Definition of employee status:** Eliminate concept "employment status" and classify all employees as either full-time or part-time employees earning and entitled to all benefits of the collective agreement on a proportionate basis;
- **Sick leave:** Utilization after three months; advance utilization in the event of insufficient credits; maximum accumulation to be increased to 250 days; sick leave with pay to attend medical and dental appointments including medical appointments because of pregnancy;
- **Maternity provisions:** leave with pay during maternity leave;
- **Medical coverage:** Extended health care benefits on a 50-50 cost-sharing basis;
- **Special leave:** Special leave credits with pay to be earned at a day and one half per month to a maximum of 25 days for the purpose of marriage leave (five days), leave for birth of child (one day), special leave when circumstances not directly attributable to the employee including illness in the family prevent the employee from reporting for duty; special leave (one day) may be added to the three days' compassionate leave with pay; special leave (three days) may be taken for travel associated with compassionate leave; advance utilization of five days where credits insufficient.



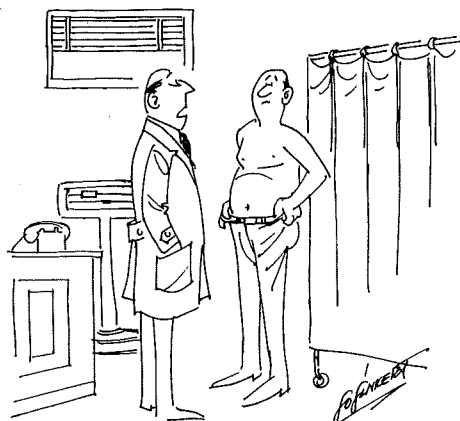
"I asked you to do a blood count on Mr. Simm, what do you mean there were 8 quarts?"

Spotted on a hospital bulletin board:

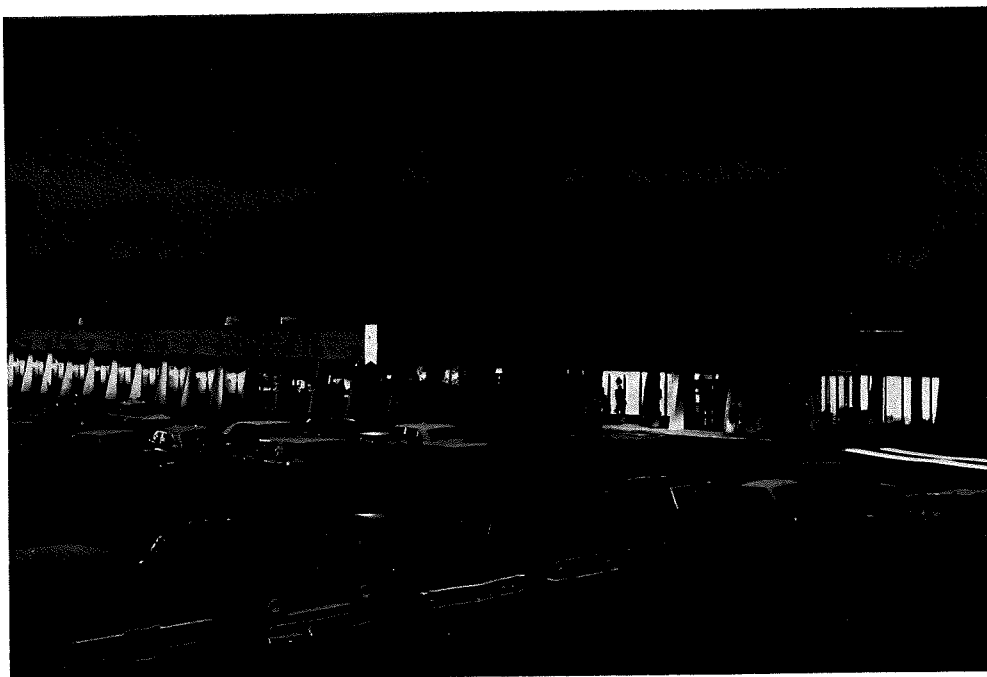
COMPLAINT FORM

Write your complaints in the space below.

Write legibly.



"Let's put it this way, don't bother buying any of those blades that give 15 shaves."



WITH 90 OF 140 ROOMS booked by H.E.U., Village Green hotel in Vernon will be site of 1975 Wage Policy Conference Sept. 6 and 7. Hotel is at junction of Highway 97 and Silver Star Road. Delegates to Conference will determine bargaining demands for 1976-77 collective agreement.

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EDITORIAL

CHAOS AND CONFRONTATION

In the past four months two of British Columbia's most highly respected industrial relation experts have had the occasion to assess the role of the B.C. Health Association in provincial bargaining.

First, Special Officer D. R. Blair, appointed by Labor Minister Bill King to inquire into hospital collective bargaining practices, made these comments:

"From what I have observed, I am of the view that the industrial-labor relations atmosphere in British Columbia's health care field gives every indication of having deteriorated to the point where something must be done — and soon — not merely to prevent its further deterioration but to try to develop, through all the fair and proper means available, the kind of relationship between managements and employees of our health organizations which is essential to the successful operation of these institutions.

"The major share of the responsibility for the sound and uniform administration of the industry's collective agreements falls squarely on the shoulders of the employers."

Soon after Blair's conclusions were voiced came these remarks from Mediator/Arbitrator Clive McKee:

"I cannot overstate my surprise, or my deep concern, that an industry such as this one, one of the largest in the province, which is . . . responsible for the expenditure of millions of dollars (approximately \$400 in 1974, approximately 80 per cent of which is in the human resource area) should have such a dangerously inept type of labour relations administration."

In the face of these condemnations the BCHA, like a wounded dinosaur refusing to accept the inevitable, cried out: "Hospitals should relinquish the right to lock out employees in favor of published demands by both sides before the start of collective bargaining . . ."

Such a proposal is a sham. The Hospital Employee's Union makes a practice of publishing its bargaining proposals. It is the BCHA that holds back. The bottom line to the BCHA proposal is that the right to strike should be taken away from hospital employees.

After 31 strike-free years of collective bargaining the BCHA proposal has no meaning. Collective bargaining will be only meaningful as long as the hospital employer is held accountable for the costs of disagreeing at the bargaining table.

The real concern to those working toward the establishment of a collective bargaining system free from counter-productive and outmoded adversary principles is that the people making this anti-employee proposal are the same ones who will be instrumental in setting up the new structure of collective bargaining at an upcoming special convention of the BCHA. It is not so much a new structure that is required, it is new people with the interests of people as the priority — people as patients and people as employees.

This convention could lay a foundation for the structuring of industrial relations harmony. If it does not, then the leadership of the Johnston report, which is influencing provincial bargaining in Ontario, should be followed. The provincial government, by legislation if necessary, should set up a proper centralized bargaining authority for hospitals. For too long the hospital industry has suffered expertise without leadership causing chaos, and responsibility without authority resulting in confrontation.

Hard times... but not for all

Amid the pleas for organized labor to keep the lid on in collective bargaining some interesting figures were released recently.

No-one can be sure of what causes inflation. The inference is often made that it's all the fault of the unions.

We report without comment the increases in profits for the first nine months of 1974, compared to the same period of the previous year, of the following companies:

Alcan Aluminum 140 per cent (total profits for nine months \$129.3 million); Canadian Pacific Investments 120 per cent; Husky Oil 150 per cent; Shell Canada 100 per cent; Pacific Petroleum 100 per cent; Pine Point Mines 115 per cent; International Nickel 53 per cent (profit \$231.7 million); Kerr Addison Mines 83 per cent; Dofasco 30 per cent.

(Figures reported in the Barker, IWA.)

And you thought gas was expensive

The ravages of inflation have struck at Surrey Memorial Hospital, where the price of a cup of hot water has gone up to 10 cents.

Cafeteria users who bring their own tea bags are hit with the charge, which was raised from five cents recently, apparently because water rates have climbed. The new rate works out to \$2 a gallon for hot water.

There's a rumor that air breathed in the Surrey hospital's cafeteria will be charged for at a cubic foot rate, but this could not be verified at press time.

Also expected: management may soon don Arab attire in keeping with these new inflated water prices.



"You Union Stewards and your psychological warfare."



SECHLT UNIT members take coffee break during regular unit meeting.

Herbert awards handed down

Three more awards were handed down recently by Prof. R. G. Herbert in his hearings into pay rate adjustment requests by H.E.U.

An anomaly at New Westminster's Royal Columbian Hospital was settled, bringing reclassification of an operating room aide to Nursing Service Aide II, and a higher rate.

At St. Vincent's Hospital a pay rate adjustment request brought an O.R. Orderly up to the higher-rate Orderly Specialty I.

Prof. Herbert also handed down a procedure award, concluding that individual pay rate adjustments should not be precluded because they are framed in group terms provided an employee of that group can demonstrate the right to a pay rate adjustment request.

Bargaining sessions held for private hospitals

Bargaining for private hospitals and nursing homes with H.E.U. certification has begun in Vancouver following the formation of a management committee to represent the facilities collectively.

H.E.U.'s Lee Whyte is heading the employees' bargaining committee.

Representing management is a six-member committee, bargaining for six private hospitals - Parkridge, Richmond, Grandview, Florence Nightingale, King George and Fellburn - and three personal care homes - Braemaire, Orion and Hilton Villa.

By mid-May four sessions had been held to bargain for private hospitals and one for community care homes.

The management committee calls itself the Private Hospital and Community

Care Facilities Labor Relations Association.

Spokesman for the group is lawyer Larry Page of Davis and Co. Others on the committee are Loretta Shields, Patrick Shields, William Garrison and E. F. Messenger.

Meanwhile, bargaining for Beacon Hill is being held before a mediator.

Representing H.E.U. is Mona Leaker and Keith Wilson.

Hospital Day proclaimed

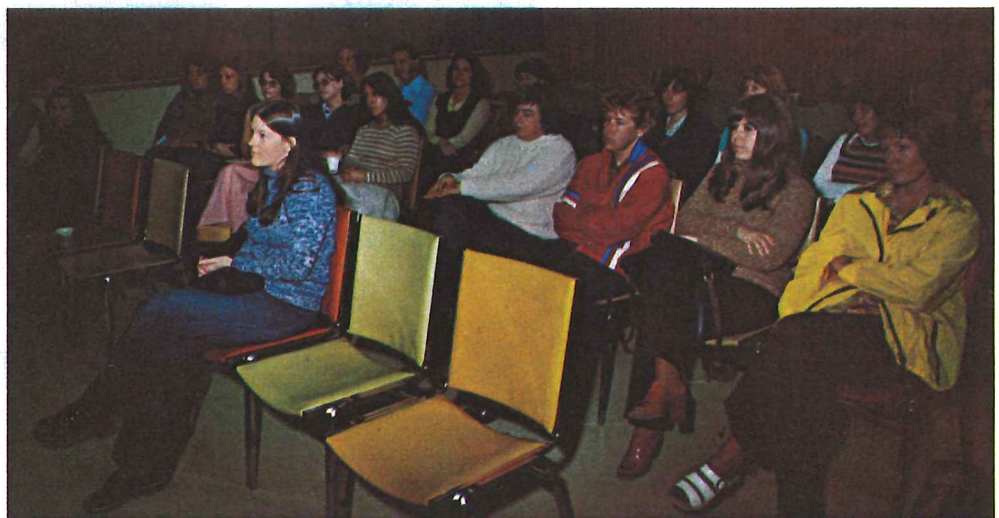
May 12 was proclaimed Hospital Day in British Columbia, Health Minister Dennis Cocke announced, as part of a nationwide campaign to draw the public's attention to health care facilities.

Cocke made the announcement in April in conjunction with the proclamation of Canada Hospital Day, sponsored by the Canadian Hospitals Association.

May 12 is the anniversary date of Florence Nightingale's birthday.

COLA clauses prove popular

B.C. Department of Labor records show that 94 out of 291 major contracts negotiated in 1974 contained cost of living allowance clauses. The 94 settlements covered a total of 109,414 employees, or 70 per cent of all employees obtaining settlements during the year. Contracts with a COLA clause provided an average wage increase of 16.8 per cent, and tended to be of longer duration than contracts without COLA.



RED CROSS employees from blood transfusion unit assemble for Sunday afternoon meeting to hear Staff Representative outline plans for upcoming collective bargaining. H.E.U.'s first collective agreement with the Red Cross will be negotiated in near future.



MAKING AN EMPHATIC point, chairman Walter Ross opens meeting of Richmond unit. Among items discussed at meeting: plans for a slide presentation at next meeting given by a doctor who spent many years in Africa.

Apprenticeship rate set for summer employment

For the third consecutive year, students will be working in B.C. hospitals as part of a provincially funded program for summer employment of students.

Consistent with H.E.U.'s stand that their positions and wages must follow the collective agreement, a formula has been established to cover the rates for such jobs.

An apprenticeship rate will be paid to students working in hospitals, at 80 per

cent of the trade rate, with a base of \$600 a month.

The provisions of the collective agreement will be maintained in all instances, including Article VI, Section 12 — Job Postings and Applications.

Provincial government funds have been made available to hospitals for the hiring of students, though the amount has been reduced from last year.

The aim of the program is to provide employment on projects not normally carried out in the general functioning of hospitals.

Jubilee contract binds Memorial, board decides

The Labor Relations Board has ruled that employees of Victoria's Memorial Pavilion are bound by the collective agreement in effect between H.E.U. and Royal Jubilee Hospital.

The Union is reviewing the ruling, which follows an LRB decision bringing the two groups of employees under one certification.

Citing section 34 of the Labor Code in making its decision, the board also ruled that Memorial Pavilion employees have been bound by the agreement since Aug. 26, 1974, the date of turnover from federal to provincial jurisdiction.

The Union had hoped to negotiate a new agreement for Memorial Pavilion employees.

But don't tell the neighbors

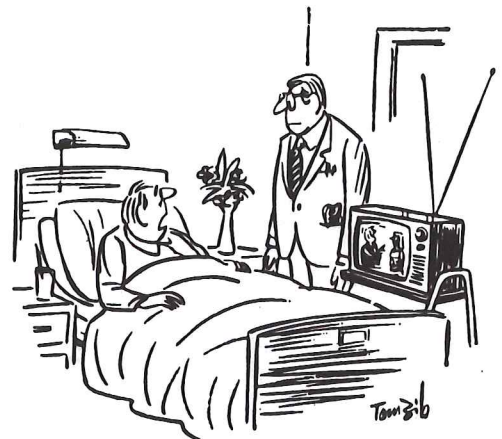
This note came in from one of our members:

"Last year I asked her to be my wife and she gave me a decidedly negative reply, so to get even I married her mother. Then my father married the girl.

"When I married the girl's mother, the girl became my daughter, and my father married my daughter, so he became my son. When my father married my daughter, she became my mother. If my father is my son and my daughter is my mother, who am I?

"My mother's mother is my wife and must be my grandmother, and being my grandmother's husband I must be my own grandfather."

We just hope he isn't doing anything illegal.



"Promise me one thing, Doc — that you'll get me out of here before the reruns start"

'New look' card out soon

A new membership card will be out this year for H.E.U. members — and it will be more practical than the existing card.

The all-plastic card will allow space for the member's signature, enabling it to be used as additional personal identification.

The wallet size card will be blue and white.

Preparation of the card at the Union's Provincial Office will be far easier than the old one, which involved several steps including plasticising by heating process.

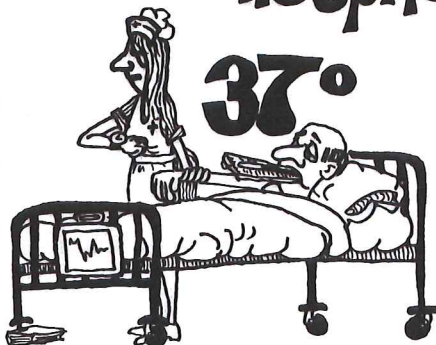


With the new method, the member's name is simply typed on the card.

Approval of the new card was given at a recent meeting of the Provincial Executive.

hospital

37°



Normal body temperature



18°

Finding a doctor
may not be easyNormal temperature for
stethoscopespresented as
a public service
by the**HOSPITAL GUARDIAN**Hospital Employees' Union
Local 180©BREWER
HOSPITAL GUARDIAN
1975

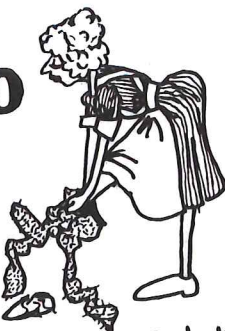
Metrics

25°



Swim suit weather

8°

Trade in your pantyhose
for something warmer-40°
Equally
cold on
anybody's
scale

Unit chairman branches out into politics

An H.E.U. unit officer is trying her hand at municipal politics.

Gaynelle Wallbank, unit chairman at Fort Nelson, is running for alderman.

She is competing with one other person for a seat on council left vacant by the resignation of an alderman.

It is Mrs. Wallbank's first stab at local politics but she's approaching it with enthusiasm.

The housekeeping-laundry supervisor



GAYNELLE WALLBANK

has been active in other community ventures, but nothing quite like this.

Her husband's comment was: "Haven't you got enough to do," but Mrs. Wallbank believes "he's proud, I think."

Some of those other things she has to do is look after two children who are still at home.

But she's confident she'll find the time if she emerges victorious in the May election.

BULLETIN

Just before press time the results of the Fort Nelson byelection were released — and Mrs. Wallbank is the winner.

She took the seat by a vote of 118 to 112.

She was opposed by Louise Peters, a two-time loser at the polls.

Mrs. Wallbank replaces Don Bertrand, who has moved to Edmonton.



GIVE BLOOD...

SAVE LIFE.



TERRACE UNIT members assembled for a dinner (above) recently. In photo at right, Pat Dent is presented with bouquet from Terrace unit by Mrs. Degernes. At right is Molly McDonna. Mrs. Dent, wife of deputy speaker of the House, Hartley Dent, left the unit upon resignation from Mills Memorial Hospital in Terrace. She has been prominent in unit affairs, active as secretary and shop steward.



Apprenticeship program curriculum out soon

The curriculum for the practical nurse-orderly apprenticeship training program recently approved, will soon be printed and distributed among the parties in the program, including hospitals and colleges.

Also planned is a meeting with deans of the colleges, hospital representatives and the Joint Advisory Committee.

Meanwhile two people have been hired to be trained as counsellors for the apprenticeship program.

They are Gail Wilson and Rita Attenborough. Both are practical nurses.

A progress report on the apprenticeship training program was given recently by the Joint Advisory Committee to the ministers of education, labor and health.

The Joint Advisory Committee is made up of representatives of the Union, hospitals and other interested parties.

Job evaluation study outlined

A lengthy report from the Job Evaluation Committee has been submitted to Health Minister Dennis Cocke.

Copies of the report will be given to interested parties including H.E.U.

At press time, the report had not been released by Cocke.

The Job Evaluation Committee was set up under the terms of the 1974-75 collective agreement.

H.E.U. clear on Ponderosa certification

An appeal by another Union against H.E.U.'s certification for Ponderosa Lodge in Kamloops has been rejected by the Labor Relations Board.

With the board's dismissal of the appeal by the B.C. Government Employees' Union, bargaining between H.E.U. and the intermediate care facility will go ahead as planned.

Several bargaining sessions have already been held and more were planned at press time.

Local 180 has tabled its proposals for a first collective agreement at Ponderosa.

Two staff members from the Provincial Office are taking part in negotiations.

Waste cardboard finds new home

Chalk up another score for ecology. The recycling of cardboard cartons at St. Paul's hospital in Vancouver has been considered for some time but was previously rejected because of the expense in transporting the material to recycling depots.

But a solution turned up recently via the X-Kalay Foundation, which offered to pick up St. Paul's clean cardboard free.

Workers from the group collect the material five days a week.

Now the hospital is studying another problem: how to recycle I.V. bottles without having to remove the metal ring from each container — a costly job that wouldn't come close to balancing the \$10 a ton received for the glass.

A better idea...

Members with relatives or friends taking part in student summer employment projects should note an offer by the Ford Motor Co. to lend 104 cars and trucks under the Careers '75 program.

Announced jointly by the company and Labor Minister Bill King, the gesture will free some provincial funds from transportation and administrative costs.

Included in the deal are 26 sedans, 50 pickup trucks and 28 club wagons, which will be marked with Careers '75 decals.



KEVIN WOODCOCK

"You've got to tell me — it's serious isn't it?"

New rights bring gov't employees raises

On December 15, 1969, a small plane droned over the B.C. Legislative Buildings towing a 132-foot banner with the message: "Drop Us A Line Mr. Black."

With its noon-hour timing, the stunt attracted considerable attention to the complaint that the B.C. Government Employees' Union was being frustrated in its efforts to talk wages with the government of the day.

Union officials said the plane and banner were brought into play when then-Provincial Secretary Wesley Black failed to respond to letters and telegrams.

Times have changed. There was no plane . . . no message in the sky . . . no cries of frustration as Provincial Secretary Ernest Hall announced recently that collective bargaining had brought about substantial salary increases for some 35,000 government employees.

Because of the lack of collective bargaining rights under the previous administrations, the need for a substantial catch-up had become a reality.

The increases averaged 17.3 per cent, and are notable for their "bottom-weighted" factor—heftier hikes for those in the lower wage categories.

The government employees won the right to bargain collectively under the Public Service Labor Relations Act,

passed by the present government in the fall of 1973.

Under the new deal, the employees have won a wide range of increases. These stretch from 16 per cent over 18 months for some unlicensed ferry workers to a high for a limited number of people—starting draughtsmen—of 56 per cent over the same length of time. Clerical workers and institutional employees were also among those receiving larger-than-average increases.

There are 13 employee components involved in bargaining and agreements covering 10 expire Sept. 30, 1975. Negotiations are underway to adjust the other three so there can be a common expiry date in the future.

Until the recent wage increases, starting draughtsmen were earning \$461 a month. It was because of this that agreement was reached on a 56 per cent boost in their case—which now will bring them \$730 a month.



BURNABY GENERAL unit members hear report from Staff Representative.

It's travelling life for Phil and wife

Retirement has caught up with one of H.E.U.'s most active members.

This year, Phil Sevin will be leaving his job at Vancouver General and his involvement in Local 180 that has included 22 years on the Provincial Executive.

Sevin first began work at VGH in 1938 as an orderly. He left in 1942 but returned in 1947. Shortly after, he and two others helped to start the new oxygen department.

By 1947, of course, H.E.U. had been established at the hospital and Sevin, now a member, became interested in Union affairs and was later elected to the local executive.

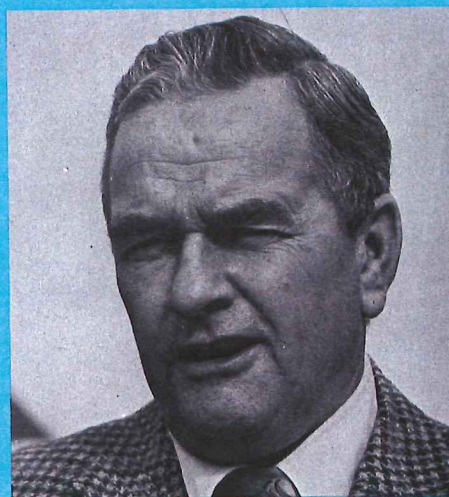
In 1952 he ran for the Provincial Executive and was elected. He remained a member until last June's Convention, when he declined to run. Knowing he would be retiring soon, Sevin didn't see any point in staying for half a term.

He has been as active in the local unit as on a provincial level. Sevin was chairman of the VGH unit for several years, was chairman of the old

grievance committee and was on the social committee.

His activity spans the period from when H.E.U. had a total of about 1,300 members—less than one tenth of the present membership.

He has been to many conventions, including the foundation conventions



PHIL SEVIN . . . retiring.

of the Canadian Labor Congress, the B.C. Federation of Labor and the Canadian Union of Public Employees.

"It's been a busy 22 years," says Phil, "but I've enjoyed it.

"The Union has been good for me . . . good for all of us."

His experience at the hospital has been varied, including stints in dietary, building services, window washing, and washing and waxing floors.

"That experience helped me when I was chairman of the unit," he recalls.

But he left time for a full family life. After 34 years of marriage, he and his wife Betty have five daughters and a son, some of whom helped to add 11 grandchildren to the list.

After returning from a recent trip to Cassiar to celebrate their twins' birthday, Sevin contemplated how he will spend some of his spare time.

"We've got a 21-foot trailer and a station wagon. We just plan to take off," he decided, "maybe for trips of up to three months."

His fellow H.E.U. members can only conclude he's earned it.



AFTERNOON SHIFT from Vancouver General Hospital attends meeting at Provincial Office chaired by Staff Representative Bob McCartney. Meeting was held day after evening unit meeting for other VGH unit members.



"With inflation threatening don't tell me I'm sound as a dollar."

Cost of living increase slowing down

The cost of living has continued to rise during the first four months of the final COLA reference period for the current collective agreement (see chart) but the rate of increase slowed down from previous months.

At the half-way mark of the final six-month COLA period, the end of March, the cost of living had risen by about one per cent.

COLA payments are only made for cost of living increases beyond two per cent in each reference period.

The chart below shows the cost of living rise since January. The two per cent "hurdle" specified in the collective agreement has not yet been reached but there are two months left in the current six-month reference period.

The latest figures are: January, 0.4 per cent above December; February, 0.3 per cent; March, 0.26 per cent; April 0.9 per cent.

Figures are supplied by Statistics Canada and are based on the B.C. Consumer Price Index.

COST OF LIVING ALLOWANCE PERFORMANCE

% Increase
Cost of
living

5%

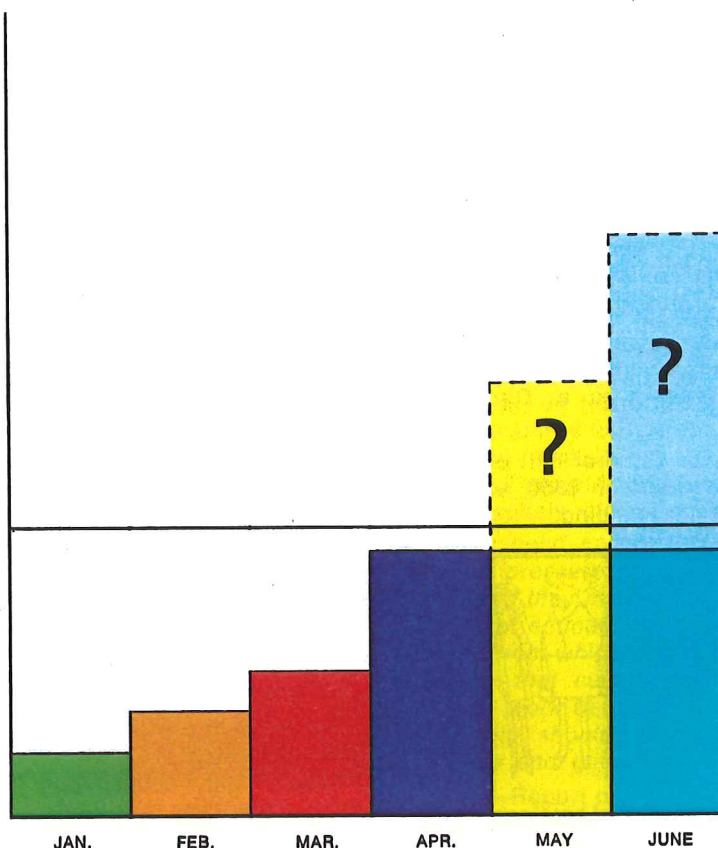
4%

3%

2%

1%

0%



BASE ABOVE
WHICH C.O.L.A.
PAID



H.E.U. BULLETIN BOARD at Victoria's Gorge Road Hospital includes a useful display: photographs of unit officers and shop stewards, effective device for helping members know who represents them.



BURSARY was presented recently by Nanaimo unit chairman Jack Grant to Anne Coates, daughter of Nanaimo housekeeping employee Bob Coates. Cheque for \$200 from Nanaimo unit will go toward Anne's expenses in Bachelor of Arts program.

MAXIMUM \$500

H.E.U. bursaries increased

Bursaries provided by Local 180 to students pursuing post secondary education have been increased to a maximum of \$500.

The bursaries are available each year to sons and daughters of H.E.U. members.

They are offered to students proceeding in the fall from high school to a full program of studies in any field leading to a degree at the following educational institutes: Simon Fraser University; University of B. C.; University of Notre Dame, Nelson; University of Victoria; or any regional college in B.C.

They are also available to students entering the B.C. Institute of Technology in any field leading to a Diploma in Technology.

The Vancouver General unit of H.E.U. offers two bursaries of \$350 each for highest scholastic standing.

The Victoria General unit offers one of \$250.

The Provincial Executive offers two bursaries of \$500 each.

To be eligible an applicant must:

- Be the son or daughter of an active member of the Hospital Employees' Union or the son or daughter of one who was an active member as of Jan. 1, 1975, but who has since been superannuated.

- Write the government scholarship examinations conducted in June by the Department of Education and obtain clear standing and an over-all average of not less than 70 per cent.

- File with the University Awards Committee, UBC, a letter indicating the connection of his or her parents with H.E.U. and complete the special bursary form of the university. This form, which will be sent to the candidate on receipt of the letter, must be received by the university not later than July 14, 1975.

Candidates should note that intention to write government scholarship examinations must be filed with the Department of Education through the school principal before June 2, 1975.

The bursaries will be awarded to the candidates who, in the opinion of the university (in consultation with the Union), are best qualified in terms of academic standing and financial need.



"Just because I assigned her three extra patients . . ."

Would you mind repeating that?

With ICBC renewal time recently over, here's a sample of some insurance files.

- A pedestrian hit me and went under my car.
- I thought the side window was down but it was up, as I found when I put my head through it.
- I ran into a store window and sustained injuries to my wife.
- Coming home, I drove into the wrong house and collided with a tree I didn't know I had.
- I misjudged a lady crossing the street.
- I blew my horn but it would not work as it was stolen. I unfortunately ran over a pedestrian and the old gentleman was taken to the hospital much regretting the circumstances.
- She suddenly saw me—lost her head—and we met.

So, what else is new?

"The demand for house property continues to increase.

"The housing situation has been acute for months. It is now even more difficult, and in many parts of the city dwellings are being erected by owners of vacant lots . . . It is conceded that if the price of building materials were to drop there would be wide building activity."

(Excerpt from *The Vancouver Daily Sun*, April 6, 1919, headed "House Famine Grows Acute.")



"She thought it was going to be about a martyred nurse."

Working women: still a long way to go

In Unions such as H.E.U. the battle against anti-female discrimination has reached a turning point in recent years.

Monetary adjustments to bring practical nurses' wages into line with orderlies' were part of it. It's an on-going program that includes apprenticeship training and the opportunity for skill upgrading — opportunities for women to enter the work force in rewarding jobs.

But for society as a whole the gains made by women since the turn of the century are less than startling. On an over-all basis, women earn approximately half the average salary for men.

In 1971, Canadian women employed full time earned an average income of \$4,755, while men earned \$8,513.

In 1891 the average salary for a man was \$9.50 a week. For women it was \$4.50 a week — about half the male wage.

In a recent publication by the United Church of Canada, the status of women in the work force is analyzed. Some excerpts:

Working women in Canada play a dynamic part in our economy. Almost all women have at least one job for which they receive no pay — housework. Close to 40 per cent of Canadian women, about 3,000,000, have either full-time or part-time jobs which they do in addition to their domestic tasks.

Many other women are involved in various types of volunteer labor, from organizing church bazaars to running blood-donor clinics. So the simple fact is that all women work.

In recent years, through either economic or personal need, women have been entering the paid-labor market in vastly increasing numbers.

Over the past decade the total number of women in the labor force has increased by about 65 per cent, to the point where women now account for one-third of the labor force. Women work for various reasons other than wanting to support themselves: such as wanting to utilize their potential outside of the home.

However, for the single woman and the one-quarter million women in the labor force who are either widowed, divorced or separated, working is a matter of necessity. These women are self-supporting, often using their income to raise children.

It is these women who squarely face the fact that the median annual income for all women in Canada is less than half of the median annual income for men.

The actual situation of the female worker in Canada has altered little over the past ten years. Women are not only

paid much less than men, they also have fewer options in the wide variety of jobs that are available. Over 60 per cent of the female work force is concentrated in what are often called "female jobs".

Many of these jobs are extensions of the time-honoured position of women in the home, are low paying, and involve a degree of subservience to men.

The position of women in the labor force can be directly related to many attitudes which are condoned and sanctioned by society. Women are seen primarily in terms of their sex rather than their abilities. Why is it, for instance, that the percentage of women in managerial positions (13 per cent) is grossly out of proportion with the number of women in the labor force (approx. 40 per cent)?

The answer is that women are for the most part believed to be dabblers in the work force. Women are assumed to be simply passing through the working world, filling in time until they inevitably marry or start a family. It is assumed that women are not serious about their work.

Male employers see women as not being committed to their jobs, and therefore not suited for advancement. They are assumed to be less reliable since it is commonly believed that women have higher absentee rates.

A carefully documented study by Patricia Marchak (The Canadian Labour Force: Jobs for Women, in *Women in Canada*.) has proved all of these assumptions to be myths.

She found that more women than men, when questioned about future plans, wished to stay in their present jobs; that rates of absenteeism among full-time workers across Canada proved to be almost the same for both sexes; and that a majority of women said they would like to have jobs at even the lowest level of management although only 28 per cent thought it possible that they would ever be offered such a job.

A recent survey of hospital employees found that, on the average, women hospital executives earn at least 25 per cent less than men in similar positions (Of 389 chief executive positions in Canadian hospitals, women hold only 69.)

"Girls need special help in overcoming the pressures of society. Early in their lives they must be shown the implications of educational choices, the wide options from which they can choose, and the way that custom has created divisions of work between men and women. This help should come from families, teachers and guidance counsellors."

—Report of the Royal Commission on the Status of Women



"The kids need her badly, when will she be well enough to finish putting up the TV antenna?"



RAINY EVENING in Squamish didn't prevent turnout of 75 per cent of unit members for unit meeting. Staff Representative reported on H.E.U. activities following regular business.



NEW OFFICERS in Quesnel are sworn in at unit meeting.

On the horizon... the \$960,000 home

Although the inflation rate for B.C. dropped during the past few months there's no guarantee the trend will continue.

In any case prices are still rising, and "basics" are sometimes difficult to afford.

The effects of long-term inflation were outlined recently in a letter to a Vancouver newspaper. The writer's case was based on simple mathematics — and the results were alarming.

Assuming an annual inflation rate of 10 per cent (last year it was between 12 and 13), a 35-year-old man earning \$20,000 per year will have to earn \$320,000 annually on his retirement in 2005 to maintain the same purchasing power.

A \$60,000 home in 1975 will cost \$960,000 in 2005, and groceries now costing \$50 per week will ring up \$800 a week at the check-out stand in 2005.

Thirty years from now, assuming a 10 per cent annual inflation rate, a family will pay \$6,000 monthly toward their \$960,000 home.

Groceries will cost \$3,500.

Cars will run up a bill of \$2,000 a month.

Utilities will be \$1,000.

Clothes will cost \$500 a month.

The total . . . \$13,000 a month.

It is difficult to work out that 35-year-old man's net income because

the tax structure would undoubtedly change. But it's obvious that he and his family are going to have a difficult time staying within a budget.

As for the dollar bill, we'll likely be papering walls with it by the year 2005, as Europeans did with their currency during the 1920s.



VALUELESS CURRENCY from era of extreme inflation in Europe. Is the dollar heading in same direction?

— ROUNDUP —

Bargaining is still in progress at several new H.E.U. units, including Dogwood Lodges, Holy Family and B.C. Cancer Institute. Dates are about to be set for negotiations toward a first collective agreement for employees of the Canadian Red Cross blood transfusion unit in Vancouver.

★ ★ ★

The Conference Call was sent out to all units by May 15 for the 1975 Wage Policy Conference in Vernon. Units will discuss the Provincial Executive's proposed bargaining demands and during June meetings instruct their delegates to the Conference. Notice to commence collective bargaining will be given to employers in September.

★ ★ ★

A B.C. study by Nutrition Canada includes a strong recommendation that health professionals review their inclination to promote vitamin D supplements for pregnant women. The report, released recently, suggested that pregnant women taking such a supplement may be suffering from an "extremely high and potentially toxic intake" of the substance. The B.C. results are from a sample of 2,612 persons selected by statisticians and demographers.

★ ★ ★

Time lost due to industrial disputes in B.C. declined 24 per cent in 1974 compared to totals for the last major bargaining year, 1972, Labor Minister Bill King announced. At the same time, figures for Canada as a whole show a 19.4 per cent increase in time lost during the same comparative period. King cited reforms introduced in the new Labor Code as the apparent reason for the drop in percentages for B.C.

★ ★ ★

A joint educational seminar was held recently at Shaughnessy Hospital for employees there and at the George Derby wing, and management. Some 90 people attended the all-day seminar, which reviewed the unit's contract with H.E.U.

★ ★ ★

Headlining the earth-shattering item with "Nurse on doctor's knee during an op," Britain's *Daily Mirror* outlined the dismissal of an Australian nurse in a Brussels hospital. The patient was unconscious and the operation had just started. After checking the patient's blood pressure the nurse noticed the anaesthetist, a British doctor, had sat in her chair. As a "joke" she sat on his lap for about 20 seconds until a specialist entered the operating room. The nurse was later sacked but the doctor wasn't. She's appealing the dismissal. The patient, however, wasn't let in on the details. (He recovered).