A CLARIFIED version of the framework agreement on employment security is going back for ratification by health care employers and by members of HEU and other health care unions. If employers ratify, HEU members will again vote on the agreement starting July 12.

After employers failed to ratify the deal in April, mediator Vince Ready was invited to help facilitate implementation of the agreement, which extends collective agreements by two years, reduces the work week to 34 hours and provides job security during health care restructuring.

As a result of a set of clarifications by Ready and recommendations to resolve three issues which were due to go to arbitration, HEU's Provincial Executive is recommending that union members vote yes to approve the deal.

"We believe that the important parts of this agreement, especially job security protection for our members, remain a central part of this agreement," said HEU secretary-business manager Carmela Allevato.
HEU will miss Bill Macdonald's leadership

The first time I met Bill Macdonald was at a rally in 1983. I was among the crowd that cheered wildly at the trade unionists and community activists who had occupied Premier Bill Bennett's cabinet offices in Robson Square when they were introduced. Bill had participated in this act of civil disobedience.

One year later, I started working at HEU as in-house legal counsel and Bill became my friend and later my mentor, providing me with guidance and much needed advice over the years.

The Solidarity fight saw Bill in the leadership (itself outside the union) within HEU. Bill provided the steady principled leadership that guided this union through the last decade.

After the 1989 strike, Bill united the provincial executive around a strategy that harnessed the creativity and commitment of all members, staff and activists of HEU to make the Hospital Employees' Union the "heart of response." This strategy, like all of Bill's work for the union, was based on a profound respect for HEU activists and tremendous confidence in the membership.

Bill's decision to step down from the presidency reflected his confidence that HEU's membership had unlimited potential to produce capable new leaders. As the leader of the largest union of women in B.C., Bill encouraged women to take up the responsibility and authority of leadership at all levels of our union. He carried through with this encouragement by promoting leadership training and advocating for the establishment of one of the most ambitious education programs for HEU members.

Some important milestones in our capacity to reach by HEU during Bill's presidency: our return to the Canadian Labour Congress; achieving equity language, bringing all HRRA facilities under the Master Agreement; compensability for our long-term care members; organizing Eagle Ridge Hospital, the employment security agreement, and many, many more.

I will miss working with Bill every day. The very sense of being in the origian during endless bargaining sessions, the quotations from Ed Blumen during those same endless bargaining sessions ("As sure as day follows night, there will be a collective agreement" is definitely my favourite), the compassion, the unfailing sense of where the membership is at, and the down to earth common sense.

During the course of our lives, we all come across people who help shape who we are or what we do. The membership of the Hospital Employees' Union have been well served by Bill Macdonald. Those of us who had the fortune to work with him daily have learned much from him, wish him well.

Personally, I want to thank Bill for encouraging me to take on the responsibility of Area Business Manager and for working hard to make it possible for me to serve the membership. Important milestones in our capacity to reach by HEU during Bill's presidency: our return to the Canadian Labour Congress; achieving equity language, bringing all HRRA facilities under the Master Agreement; compensability for our long-term care members; organizing Eagle Ridge Hospital, the employment security agreement, and many, many more.

I will miss working with Bill every day. The very sense of being in the origian during endless bargaining sessions, the quotations from Ed Blumen during those same endless bargaining sessions ("As sure as day follows night, there will be a collective agreement" is definitely my favourite), the compassion, the unfailing sense of where the membership is at, and the down to earth common sense.

During the course of our lives, we all come across people who help shape who we are or what we do. The membership of the Hospital Employees' Union have been well served by Bill Macdonald. Those of us who had the fortune to work with him daily have learned much from him, wish him well.

Personally, I want to thank Bill for encouraging me to take on the responsibility of Area Business Manager and for working hard to make it possible for me to serve the membership. Important milestones in our capacity to reach by HEU during Bill's presidency: our return to the Canadian Labour Congress; achieving equity language, bringing all HRRA facilities under the Master Agreement; compensability for our long-term care members; organizing Eagle Ridge Hospital, the employment security agreement, and many, many more.

Guardian

"To holiday destination in all those who tell the truth."

LETTERS

MacDonald letter good to encourage dialogue

I am writing concerning the letter by Terence Macdonald and the letter by Chris Altman that appeared in the Guardian on May 19. I think that this kind of dialogue is important in the letter to the editor.

As for the white man being a chief, the penman to the colonization of the world by the white race, of their taking the land, the resources, the culture, the livelihoods and way of life, and even of the taking of the lives of others, the enslavement of others for their own greed.

There is a lot of significance behind the remarks made at the session on women's issues at the conference. The male appendage has been used for power. It has inflicted pain and suffering on countless women and children around the world. For many women this will always be a scale, something to be gotten rid of.

There has been a lot of backlash and a lot of male bashing. We tried to work together to educate and to support each other. I hope the Guardian will print all letters that lead to discussion and the further knowledge of our membership.

MARIANNE DAVIES,

designated local

Member feels HEU encourages attacks on males

With reference to Terence MacDonald's letter in the April/May edition of The Guardian. Perhaps his question is best answered with another question. While Geoff Meggs states that The Guardian's objective is to give all members letters, would he really publish letters from men, with titles such as "Homosexuals responsible for AIDS. "Jews disappearing because of Asian immigrants. '"Gay men need to break-up day'!" Of course it's not. HEU members, myself included, would not tolerate such blatant attacks on our minority groups. However, within our organization we seem to not only tolerate, but actually encourage such attacks on another group: the white male. Some would say that white males, as the majority group in our society, are responsible for all our social ills and therefore warrant criticism. This is simply segregating the average white male is no more responsible for all our social ills than the average homosexual is for AIDS. If the HEU is to apply a policy of political correctness it should do so with all men and, in the words of Chris Altman, "serve for respect for the rights of everyone, white males included."

JULIE YOUNG, Vancouver

What we're up to

People and events around the HEU. If you have news for us — a retirement, an election, a rally, a vote or whatever — please, let us know.

HEU figures big in NAFTA caravans

HEU played a big role in making the On-to-Ottawa Plan a reality. To highlight the benefits of the new International Free Trade Agreement, HEU has helped make the On-to-Ottawa Plan known in communities across Canada. We are proud to be part of this effort to ensure that the jobs and benefits of the new agreement are shared by all Canadian workers.

SIGN OR RESIGN: That's the message more than 300 members of the three health unions delivered at a June 3 rally against employers' rejection of the job security pact at HLRA's Vancouver office.

Job security agreement is back on track with Ready recommendations

Talks are under way for deal at CCERA, Pricare facilities

The employment security agreement is going back to the membership of HEU and other health care unions after a process "clarified" almost 30 areas of contention with employers. Talks are already underway to extend the clarified deal to union members working in long-term care facilities.

As the end of April and agreement was reached to redeploy all PWSW and BWML positions to.

Close to the heart

HEU's Snagshy local has developed close bonds with their local community. This week, Snagshy local members attended a special meeting to hear the latest from Karen Fougere, the president of CLASS. A strike vote is expected to be called to take place in the near future.

Interviews produce pay equity results

Workers talking about their jobs in the pay equity interview process at Picaso Group, Home Health Care, found a powerful impact on their employer's attitude to their position.

Don't wait, do it now

Do you have an updated death benefit card? The HEU will be happy to help you update your information. Just send us a completed form and we will provide you with your updated information.

Send in your updated death benefit card.

The employment security agreement is going back to the membership of HEU and other health care unions after a process "clarified" almost 30 areas of contention with employers. Talks are already under way to extend the clarified deal to union members working in long-term care facilities.

The process became necessary after the Health Labour Relations Association rejected the proposal to ratify the agreement in an April vote. The agreement had already been overwhelmingly ratified by members of the B.C. Nurses' Union and the Health Sciences Association.

After the HRRA rejected the deal, which is to provide job security for healthcare workers, the government reduced the workforce in acute care hospitals, HEU and other unions put pressure on the government to ensure that employers who had rejected the agreement.

Discussions involving the unions, employers and the B.C. government led to a decision in early May to call for a joint mediator. The mediator, a retired Justice of the Peace, was appointed by the HEU and the B.C. Nurses' Union.

After lengthy discussions about issues which were identified as being points of dispute, Ready issued a set of 25 "clarifications" to these issues.

By this time, HLRA stated that it would not return the agreement for ratification until it knew the exact meaning of provisions in the agreement covering the 36-hour week and defining "comparable job" and "region.

Under the original agreement, the three issues were to be submitted to binding arbitration after ratification.

Along with BCUW and HSA, the HEU Provincial Executive agreed to send the three issues to Ready for recommendations, and decided that the agreement, along with Ready's clarifications and recommendations, would be sent back to the membership for ratification after HLRA ratifies the deal.

"We will not allow the deal to be held hostage by a minority of hosp...

News

May/June 1995 • GUARDIAN
Improved WCB inspections just ahead

HEU continues to make headway in the fight to improve the Worker’s Compensation Board inspection procedures for health care facilities.

One disturbing trend the union wants to stop is WCB field officers conducting inspections with no union representative present.

At its end the WCB has made moves to end the practice, but the HEU has not yet to ensure that the WCB knows who to contact before inspections take place.

Using the forms sent out in May, locals should provide WCB regional managers with names of local health and safety committees members and other officers and stewards who are authorized to take part in inspections.

Don’t forget to send a copy of these to the HEU provincial office.

HEU pioneer featured at labour history event

Participants in the Pacific Northwest Labour History Association Conference got a first-hand account of hospital wages and working conditions before HEU was formed.

Jean Brimacombe worked at Vancouver General Hospital both before and after the facility was organized by HEU in 1944.

She said conference participants how the union fought for better working conditions and fair wages in its early years.

While interviewing Brimacombe at the conference as part of her research into the history of HEU, Webb has collected stories from HEU pioneers around the province for a book she’s writing on HEU’s history, which will be ready for the union’s 50th anniversary celebration in 1994.

Brimacombe recalled the horrors of split shifts, 65-hour work weeks and unsalaried working conditions that prevailed before HEU was formed.

“You just go to work together,” Brimacombe told workshop participants.

“They’re the only way to make things better.”

Domestic workers employment protection

HEU has lent its support to the efforts of a group representing domestic workers to win change in the provincial Employment Standards Act which openly discriminates against the 4,000 to 5,000 live-in domestic workers in B.C., most of whom are people of colour.

The provincial government is currently conducting a review of the act that sets minimum protection for domestic workers.

The West Coast Domestic Workers’ Association has called for 16 major changes to the act and the legal discrimination against domestic workers.

Key recommendations include repealing sections of the act that openly discriminate against the provision for a wage rate below the provincial minimum, and to give the workers special protection and enforcement.

provisions to recognize their live-in status.

Canada immigration rules impose restrictive conditions on three women that create a situation of bonded labour with their employers and leaves them vulnerable to abuse.

Organizing more gains

In addition to the Eagle Ridge Hospital victory, HEU also won a separate certification to represent 34 Eagle Ridge food service workers employed by Verses Services Ltd.

The union continues to make inroads in the community care sector.

New certifications have been won at two Kamloops group home operators; Brimacombe Enterprises covering the workers, and Nicole Raich, a daycare for group home residents covering 10 workers.

HEU also won certification for 15 workers at the Lehe White Rock Country Stables Society, an adult daycare for the elderly.

Deadline nears for bursary applications

HEU has added its support to the efforts of a group representing domestic workers to win change in the provincial Employment Standards Act which openly discriminates against the 4,000 to 5,000 live-in domestic workers in B.C., most of whom are people of colour.

The provincial government is currently conducting a review of the act that sets minimum protection for domestic workers.

The West Coast Domestic Workers’ Association has called for 16 major changes to the act and the legal discrimination against domestic workers.

Key recommendations include repealing sections of the act that openly discriminate against the provision for a wage rate below the provincial minimum, and to give the workers special protection and enforcement.

Justice prevails: HEU wins victory at Eagle Ridge

The May 20 certification of 172 Eagle Ridge Hospital workers with HEU is a “dream come true” for many nurses and activists at the facility who never gave up the fight to win the dignity and respect that comes with union protection.

It is also a milestone for health care workers in B.C., says union secretary-business manager Camella Allevato, because Eagle Ridge was the last non-union hospital in the province.

The 30-year-old dream of extending union representation to all workers in hospitals has finally been achieved,” she said.

For long-time Eagle Ridge union supporter like unit clerk Divina Wong and store/receiving worker Richard Perkins, it was a successful and to a long struggle.

“I never dreamed it would happen,” said Wong, “we worked for it, we prayed for it, and now it’s happened.”

“I guess we’re three times lucky,” said Perkins, who was also part of the two previous but unsuccessful organizing drives.

It was also a victory for another key Eagle Ridge union supporter, indepensperson Bill Ritchie, who died four years ago.

Ritchie began working at the hospital when it opened in 1984, and always fought hard for workers and for a union. But he paid a high price for his commitment, Wong said.

After management got wind of his efforts to win unionization, Ritchie came under relentless pressure to the point of discipline or not to talk with anyone on shift.

“He drove everyone into making it come true,” Wong said.

“It’s sad he wasn’t here. He used to say that in the end justice will prevail and people will have the union they want.”

In his honour, the new local has asked that the Provincial Executive allow it to be named the Eagle Ridge/Bill Ritchie local.

Last year LEU lost a narrow vote at Eagle Ridge under the old labour code rules which allowed the total quality management employer to intervene in the vote process.

But after that loss, the core group of union supporters remained steadfast and committed to winning.

Together with HEU organizers Lila Murao from VGH, Bob Wilson from Victoria’s Queen Alexandra and Langley Memorial’s Debby Mann, they succeeded this time, winning automatic certification under the new labour code.
Thanks, Bill!

HEU president Bill Macdonald steps down after a career dedicated to improving workers’ lives

By TRISH WEBB

RETIREMENT is a big step, especially when you’ve been at the head of a large, active union like HEU.

When HEU president Bill Macdonald decided to step down from the Provincial Executive earlier this year, he knew he was going to face an adjustment period.

“Knowing you’re not going to work again gives you two feelings—kind of relief, and a kind of dread,” Macdonald said.

The 62-year-old former orderly from Chilliwack General Hospital announced April 15 his intention to step down from his position. He is being succeeded by HEU First Vice-president Fred Muir.

Born in 1933 on the Isle of Harris in Scotland, Macdonald immigrated to Canada in 1972. “Emigrating was a big step. It was quite scary at the time,” he said.

To the benefit of this union, Macdonald settled in Vancouver with his family and started work at Shaughnessy Hospital. He moved rapidly from maintenance to nursing, training on the job to be an orderly.

He was already a shop steward when Shaughnessy was organized by HEU in 1974. In 1978 Macdonald moved his family to the Fraser Valley and started work at Chilliwack General. By the following year he was chairperson of his local. In 1978 he was elected as a convention delegate.

Macdonald was elected to the position of regional vice-president at his first HEU convention. When he returned to convention in 1983, members recognized his work by making him first vice-president. He became First vice-president at the 1987 convention.

In the spring of 1983, then premier Bill Bennett introduced a package of 24 regressive bills known as the Restraint Program. The program curtailed the rights of trade unions to organize and represent their members and cut funding to vital social services such as health, education and welfare.

HeU joined with other unions and the B.C. Federation of Labour and formed Operation Solidarity to fight back.

On Aug. 10, 1983 more than 45,000 people crowded into Empire Stadium in Vancouver to protest the restraint program. HEU members were front and centre in the action, voicing full support for the fightback campaign. And weeks later, Macdonald was one of 87 people who occupied premier Bennett’s Vancouver office.

First elected president in 1984, Macdonald steered the union through the difficult years of health care budget cuts and attacks on trade union rights. He developed a reputation as a tireless negotiator when contract bargaining sessions dragged on into the night.

“At 4 a.m. at the bargaining table Bill could still come up with ideas on how to salvage a proposal,” says HEU financial secretary Mary LaPlante. “He was really good at reading between the lines of the employers’ proposals.”

When Bill 19, Bill Vander Zalm’s infamous Industrial Relations Reform Act, was introduced in 1987, HEU was fully mobilized. The leaders and membership of HEU had learned that the only way to protect their union was through political action.

“Be taught me a lot.”

Last fall, Macdonald travelled to regenerative Guatemala to visit a new medical clinic in a Mayan village. This community action project was particularly close to his heart.

He and his wife Nancy Macdonald, also an union activist, travelled to the village of Canton, San Jose carrying a message of solidarity from HEU. That message was a cheque for more than $3,000, representing contributions from HEU convention delegates.

Throughout his trade union career Bill Macdonald has remained a warm human being with a true dedication to improving the lives of working people.

Macdonald displayed gentleness and humour under the pressure of union demands.

DEMONSTRATING at the Industrial Relations Council with other B.C. trade unions was just the beginning of HEU’s fight against Bill 19 and the right-wing agenda of Vander Zalm’s Social Credit.

Macdonald also supported the struggles of other working people against repressive governments and employers. He joined striking workers at the Galenmeat meat-packing plant in Edmonton during a bitter fight with multi-millionaire owner Peter Pucklington, and backed Vancouver garment workers in their struggle to win a first contract.

FIGHTING FOR JUSTICE: The Bill 19 boycott and last year’s fight for fairness with health employers and the government were two historic struggles led by Macdonald.

**Notebook**

Community, regional boards must have HEU input

By CHRIS GAINOR

HEU members have become all too familiar with certain parts of the B.C. government's reform of health care—especially the shift away from delivering health services in acute care hospitals.

But the "closer to home" move is only part of the reform process in health care, launched by health minister Elizabeth Cull.

From almost the moment she became health minister, Cull has stated the importance she places on giving communities control over the health system. She has promoted the "healthy communities" concept and other planning ideas which promise community input.

Cull said she wants to end today's system of unsolicited hospital boards and facility boards operating under the supervision of the health ministry in Victoria.

In their place, a new system of community health councils (CHCs) and regional health boards (RHBs) will run B.C.'s health system under the guidance of a restructured Ministry of Health.

The CHCs and RHBs will be more than alphabet soup. They will be deciding which hospitals, facilities and agencies will deliver health services, and how much money they will get.

"The exact role that CHCs and RHBs will play will vary across the province, depending upon the size of the communities, the health services they provide, and the wishes of local residents," a health ministry document says.

In other words, anything goes. Unfortunately, the fine print shows that the CHCs and RHBs will not be very democratic, so it remains to be seen whether the "wishes of local residents" will carry much weight.

There is already strong evidence that the people who now run our hospitals are heavily involved in committees which are putting together the regional boards and community councils.

Hospital trustees and administrators have never been shy about defending their power, as their rejection of the job security agreement has shown.

The Simon Fraser Health Region in the suburbs of Vancouver is reportedly moving toward a centralized community council run on a "corporate" basis by a strong chief executive officer.

Consultants who work for hospitals are advising the group setting up the council. An independent consultant advising the region is advocating an American-style health-delivery system that has not been proven in a Canadian setting.

One third of the community councils are supposed to be made up of members chosen by municipal councils and school boards, a third selected by the B.C. government and a third elected members. Although many councils will start work in the coming year, no one will be elected until the fall of 1996, long after the councils are up and running, and decision makers put in place.

The government and the community councils are to decide who will sit on the regional boards.

These bodies will decide how health dollars will be spent, where they will be spent, and what services will be provided. They will also be deciding how health care workers will be treated.

Given the lack of democracy in the councils and boards, and the strong influence of old-guard hospital bosses, there is reason to fear this new system of health care management won't be any better than the old one.

---

**AFTER THE SHIFT**

**Artist's work relieves on the job stress**

TREBA MCLEAN's job as a food service worker at St. Paul's Hospital in Vancouver is a big part of her life—so big that she's called NutriBabe.

But before she came to St. Paul's, she made a living for a decade as an artist in Holland. Today McLean still spends a great deal of time on her art.

One of her most recent creations is a cartoon (right) that she used to help relieve the tensions felt by herself and her fellow food service workers she serves as a shop steward.

"All the problems resulting from tech change in our department really depressed us, so I got input from other people and made this drawing. We had so much fun and we laughed so hard doing it that everyone looked forward to seeing it."

The cartoon was posted around St. Paul's on April 1, which was fitting not only because of the date but because the food service workers happened to be undergoing pay equity interviews that day.

McLean also paints, and her latest works have been strongly affected by what she has seen of the Mayan culture on recent visits to Mexico and Guatemala. "It made a real change in my art."

Being a shop steward in a department that moved into a new kitchen which suffers from shoddy non-union construction involves what McLean calls "moving mountains."

But McLean said many problems are being overcome, and she finds relief not only in her art but in martial arts such as tai chi.

---

GUARDIAN • May/June 1993
Guatemalan union leader puts her life on the line in fight for justice

By STEPHEN HOWARD

For Rosa Marina Escobar, being a trade union activist in the most repressive country in Central America poses one great challenge — how to stay alive.

"Being a trade union leader means not only putting your job on the line but your life as well, and the lives of your family," Escobar told a May 31 HEU sunshine school forum.

The coordinator of the International Food and Agricultural Workers' Union women's committee, Escobar journeyed to Vancouver in the midst of a military coup in Guatemala, to tell Canadians about events and the struggle for justice being waged there.

"Guatemala has the most sordid human rights record in Central America — but one that is often ignored by the international community. Tens of thousands of people have died in violence and civil war since a 1954 military coup sponsored by the U.S. toppled a democratically elected progressive government. The recent political upheaval, Escobar says, is the military's response to mounting opposition to government policies. It's part of an historic trend where trade union and social movement mobilization has been crushed by the iron fist of successive coups.

In the months before the coup protests against a government economic austerity package designed to redirect even more money to the military had grown sharply. People mobilized by skyrocketing price increases of up to 300 per cent for basic food stuffs, electricity and transportation. (The average wage is about $500 a month, while the government-set poverty level is about $200 a month.)

"This coup is an effort to shut down a broad social movement protest, starvation and misery," Escobar said. The military and their civilian politician frontman suspended the constitution, arrested activists and union leaders at will, enacted total press censorship, and made illegal meetings of more than three people.

Church meetings are the only legal form of expression she said, so political masses are a popular form of protest. Openly defiant public rallies have continued, and combined with international pressure, have forced the military to back down as events in the days following Escobar's speech indicate.

The Guatemalan union movement has always practiced a broad social unionism that HEU supports to improve salaries, living conditions and human rights for workers and the unemployed. Her union offers special educational and training programs for women workers and provides basic health care services in a number of communities.

"The union struggle is a peaceful struggle, a struggle for human rights," she said.

But union leaders have paid for their commitment to justice with their lives. In the 1980s the union movement was "decapitated" by repression. Its leaders were "disappeared" and killed. She estimates that there are 44,000 widows of assassinated union activists. "In Guatemala, there are no political prisoners, they're all dead."

In this context, Escobar says the country's seven per cent unionization rate "is quite an achievement."

HEU has written Canadian embassy for external affairs Barbados McGrath calling for tough sanctions against Guatemala, and for increased pressure to safeguard basic human and trade union rights.

THE THREADS OF UNION HISTORY: To mark its 50th anniversary, members of Toronto’s CUPE Local 79 created this quilt to symbolize the goal of working people working together for a better future. With a government grant and under the direction of a quiltmaker, local members appliqued, printed, painted, patchworked and transferred to create the quilt. Their work has been on display throughout Toronto.

CUPE walks on Ontario NDP’s deficit reduction debacle

The Ontario NDP government’s disastrous efforts to wrestle $2 billion in concessions from the province’s public sector workers in a misguided deficit cutting measure took a turn for the worse June 15 when it tabled a sweeping legislative attack on free collective bargaining.

The legislation, which sparked the resignation of one of premier Bob Rae’s cabinet ministers, gives the government the legal power to gut existing agreements and impose a wide range of concessions including a three-year wage freeze, and up to 12 unpaid days for the province’s 400,000 public sector workers.

Earlier in June, the province’s 28 public sector unions walked out on Rae’s highly- trumpeted “social contract” talks when a government final offer of freezes and rollbacks with no job security guarantees was unanimously rejected.

“arv’s government gave us no choice,” said Sid Ryan, president of the 105,000-member Ontario division of the Canadian Union of Public Employees. “The final offer was unacceptable because it gave our employers the unilateral right to cut wages, slash vital public services and it ignored the real waste and inefficiency in the public sector.”

"To have agreed to it would have meant surrendering hard-earned collective bargaining rights," he said.

If the government was truly interested in reducing public sector expenditure, said Ryan, “they would have taken steps to make public sector employers more accountable for their financial decisions.” But he said that was never part of the NDP’s plan.

From the start of talks with the government, CUPE and other public sector unions had been wary of Rae’s conversion to the right-wing obsession with deficit reduction. But still, he said, CUPE was “deeply disappointed and saddened that an agreement could not be reached.”

CUPE, which has organized anti-government rallies in cities across Canada, is mapping out a common-front response to Rae’s legislative attack on working people together with the other public sector unions.
Sexual harassment can be a look, a word, a touch or much worse: more HEU members are using their contract to stop it

The goal is a workplace free of harassment

by geoff meggs

In the fourth, a sexual harasser is shown being corrected by a scrub nurse. The nurse tells the harasser to "stop it or it'll be you who suffers." This is part of a broader campaign by HEU to educate members about sexual harassment and how to respond. The campaign includes a series of posters and online resources. The goal is to create a workplace free of harassment and to support members who have experienced it. The campaign is led by a coalition of unions and community organizations, including HEU. HEU members are encouraged to report sexual harassment and to seek support through the union's resources. The campaign includes training sessions for managers and a confidential hotline for members. The campaign is part of a broader movement to address sexual harassment in the workplace and to create a culture of respect and safety. The campaign is led by a coalition of unions and community organizations, including HEU. HEU members are encouraged to report sexual harassment and to seek support through the union's resources. The campaign includes training sessions for managers and a confidential hotline for members. The campaign is part of a broader movement to address sexual harassment in the workplace and to create a culture of respect and safety.

In their own words

Here are some quotes from HEU members about their experiences with sexual harassment and how they have been able to respond:

"I experienced sexual harassment at work and it was devastating. I couldn't believe it was happening to me. I felt alone and powerless. But I knew I had to do something. I spoke up and others supported me. Together, we were able to create a safer workplace." - Mary J.

"I've had several experiences with sexual harassment at work. Once, I was asked to go out to dinner with a coworker who made advances on me. I said no, but he continued to pressure me. I eventually spoke up to HR and they investigated the complaint. The coworker was suspended and moved to another department." - Sarah L.

"I've been sexually harassed multiple times at work. It's hard to talk about, but I knew I had to do something. I spoke up and others supported me. Together, we were able to create a safer workplace." - John T.

These are just a few examples of the experiences of HEU members and the actions they took to respond. The campaign is part of a broader movement to address sexual harassment in the workplace and to create a culture of respect and safety. The campaign is led by a coalition of unions and community organizations, including HEU. HEU members are encouraged to report sexual harassment and to seek support through the union's resources. The campaign includes training sessions for managers and a confidential hotline for members. The campaign is part of a broader movement to address sexual harassment in the workplace and to create a culture of respect and safety.
Sexual harassment can be a look, a word, a touch or much worse: more HEU members are using their contract to stop it

A WOMAN notices a fellow worker's breast as she walks by her across the kitchen. She asks him to stop. He laughs. He deny's staring. But it seems that every time she looks up, he’s looking at her, smiling.

A man asks a fellow worker a date. She says no. He asks again. And again. And again.

A man phones a fellow worker at home, out of the blue. They chat. She asks him what he is doing. He says he's reading a girlie magazine.

Some horseplay gets out of hand. In the midst of the uproar, a woman has a ball stuffed down her shirt.

A woman stretches as she sits down at the cafeteria table, pulling her arms behind her to ease tension in her shoulders. A fellow worker looks up at her breasts and says, "No need to work out, they're big enough already."

Are these incidents of sexual harassment? In each case, based on similar incidents which involved HEU members, the woman concerned said yes.

In each case, annoyance, embarrassment or fear put the woman in a position of humiliation and intimidation. As a B.C. Federation of Labour handbook on the issue notes, sexual harassment is not only wrong, it comes with a high price in tension, anxiety, poor work performance and unemployment.

Studied show that many women who experience harassment on the job later quit, the federation found. "They carry emotional scars and may pay a financial penalty. The harasser, meanwhile, is free to continue tormenting the next woman worker who comes along."

IT'S A FACT that "looks can kill" and inappropriate touch or comment can poison a workplace.

There was harassment in each of the incidents described above, but each had a dramatically different outcome.

In the first, a tense and lengthy controversy, the two workers' job locations were shifted to eliminate the possibility of eye contact.

In the second, the man was transferred to a different facility where her employer had another contract.

In the third, a grievance against the man led ultimately to his termination.

In the fourth, a union local was seriously divided over the incident despite efforts to mediate a resolution and to send various parties for counselling.

In the fifth, the man involved was quickly warned and the incident ended - but has never been forgotten by the woman involved.

Since 1986, HEU has been dedicated by convention policy to support and advance human rights to ensure true equality in the workplace. This objective was expanded into a policy and procedure to provide a harassment-free workplace.

But the goal of contract protection only became a reality in 1992, when HEU and ILRA included strong new harassment clauses in the new Master Collective Agreement.

Article 1.03 of the ILRA Master (and Article 1.02 under the CCIRA Standard) offer members five options to eliminate any behavior in the workplace which violates the B.C. Human Rights Code (See related story on the next page.)

The goal is a workplace free of harassment

by geoff meggs

though her appointment was never widely publicized. (Of course, some are not pursued after the initial investigation.)

"There's no question harassment is a major issue in the workplace," Davies says, "and most of the complaints I handled were sexual harassment."

The complaints process is particularly helpful, Davies believes, because "a lot of what we do is focused on resolution of a complaint. Problems often result from a simple lack of understanding and sensitivity."

"Because of the confidentiality and low-key nature of the process, it's likely to lead to a resolution. We've been able to work out some problems without any involvement by the employer or outside parties."

In all cases, a complaint may go on to seek other resolutions through the grievance procedure or under the B.C. Human Rights Code, but this seldom happens, Davies says.

The complaints process is good as far as it goes, but Davies believes the union and health employers must do much more to get at the root causes of harassment.

"Often employers don't know they have a harassment complaint," she says. "They write it off as a personality clash."

"A quick, confidential process is important, but it's just as important to have more education in the workplace so employers and workers are more aware of how to recognize harassment and are sure what to do."

Much of her work meant educating those accused of harassment about "how their comments or behaviour is interpreted and seen," Davies said.

"They may not intend to be insulting or offensive, but that's how it's perceived, then it's harassment."
WHAT YOU CAN DO

EU members who feel they are victims of harassment have five options available to them under a protocol negotiated between EU and employees represented by the Health Labour Relations Association and the Continuing Care Employees Relations Association.

The procedure covers any form of harassment prohibited under the Human Rights Act: "discrimination because of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, age or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.

The five options are:
- bring the matter to the attention of the supervisor or other management representative;
- file a grievance;
- file a complaint under the B.C. Human Rights Code;
- refer the complaint to the complaints investigation process under Article 1.03 in the HLRAs agreement; and
- initiate legal proceedings.

The most common approach is to use the complaints process. If this is not satisfactory, other options may still be used.

If the complaint involves two EU members, the inquiry should be referred to Gwen Bradock, 874-9211 or 253-8717.

If the complaint involves an EU member and a management person or supervisor, the inquiry should be directed to Joan McNamara, 737-9448.

Copies of the protocol are available from the Provincial Office, staff representatives or local officers of EU.

PLAY OF PORNOGRAPHIC PICTURES

It's "discrimination," Larkin says. "Sexual harassment behaviour treats an individual or a group differently than others on the basis of gender. The Supreme Court of Canada describes sexual harassment as a form of sexual discrimination."

"Sexual harassment is not welcome," Larkin says. "The person who experiences it."

"Because different people have different attitudes, behaviour which may not be offensive at one time may be offensive at another."

A more detailed definition will be included in a forthcoming HLU booklet on the issue.

If someone feels harassed, Larkin offers nine points of advice:
- don't feel guilty;
- tell a friend and get some support;
- tell the harasser to stop, if you feel able to;
- keep a record;
- find out complaint options;
- report the incident and lay a complaint;
- record health-related problems;
- request confidentiality; and
- consider joint complaints.

What of those accused of harassment?

Regardless of which process is followed, every EU member is entitled to fair representation. The union's duty of fair representation applies to both the complainant and the alleged harasser in a harassment case. (This does not obligate the union to represent a member who clearly is guilty.)

IN THEIR OWN WORDS

How widespread is harassment and sexual violence? A group of EU members—"all women—sat down at last year's summer school to write up their own experiences, only some of which occurred in health care jobs. Everyone had a story to tell. Here is a sampling from the views of people just like those in your workplace. The stories range from harassment to assault.

As a newlywed young bank teller, one day at work just before lunch, I had a miscarriage early in my pregnancy. I was afraid to tell the male accountant of my condition—he was so graphic and foul-mouthed he was not approachable—and worked all day in overtime before my husband picked me up and took me to the hospital. Recently, I came into a work place situation where I work with my husband and was confronted by him again, 20 years later.

I was offered a ride home from work by a male friend I thought of as a friend, but I do not feel that way anymore. He did not give me a ride home, but to a gravel pit where he proceeded to grab and kiss me. I punched him in the nose, jumped out of the car and began to walk home. He called after me "bitch." I was so hurt to think that he felt so little of me that he would do something like this.

A few women were in the coffee room at lunch hour having a discussion on what we had done on our days off. I'm single and had said much but smiled, so the other women were teasing me about having a man friend. The lone male in the room turned to me and said "Or was your date with a woman?" I think that one is we are less-biased, especially if we are strongly independent.

It was my first "official" job. I became pregnant shortly after being hired. The personnel director was angry because he'd have to hire and retrain within a year of hiring me. When I was very large and very pregnant, he chased me up the stairs to the staff room, saying "I'll abort that sucker yet." When I was 14 a music teacher had me stay after class with any excuse to help him. One day he put his arm around me and made me feel most uncomfortable, I turned away and never gave him another chance.

When I was 12 years old, my minister, who was teaching our scripture class in a co-ed classroom, called me up to the front of the class to answer some questions. He was sitting down and I was standing up next to him. I was sticking my fingers up his hand. He put his hand up into my panties. I just stood there and froze. I felt terribly embarrassed and humiliated as it happened in front of everybody. I later told my mother. She said "It's all in your imagination."

When a woman in my department was recently promoted to an executive position, a young, educated white male colleague commented, "I guess we know who SHE's been sleeping with." (As if there could be no other reason for a woman being successful.)
By DAN KEETON

Provincial Executive member, Maurice Smith couldn’t help but smile May 15 at the sight which greeted him on Parliament Hill.

Spread out before him on the vast lawn were tens of thousands who had come to the capital to tell the Tory government what it could do with its proposed North American Free Trade Agreement.

Three weeks earlier, Smith had been travelling on the Un-to-Canada caravan, a large recreational vehicle that motored across the country to lead the Action Canada Network’s fight against the NAFTA government policies.

NAFTA could be called “son of FTA,” the current Canada-U.S. Free Trade Agreement that has scooped some 500,000 mainly manufacturing jobs out of Canada’s industrial heartland. But NAFTA – the FTA’s monster offspring – will dwarf its parent’s accomplishments, by linking Canada, the U.S. and Mexico into one economic zone.

“If we don’t fight NAFTA, we won’t have a social infrastructure in this country,” Smith relates, as we bounce over the twisting highway. We’re on our way to three stops that day: Williams Lake, Quesnel and Prince George, where the brilliant blue jackets of the HEU will stand out in the crowd of some 300 people rallying at a local mall.

HEU is a key player in the ACN campaign, and that’s why Smith is one of five people riding the 36-foot motorhome that makes up the western leg of the cross-country caravan.

The union is clear on the NAFTA threat, Smith explains. Free trade dies, she says, with the loss of tax base through fleeing industries and mass unemployment means gutting government revenues that fund public health care.

“Canada is known around the world for our health care system. The world and the U.S. are looking to us as a model for our public health and medical care, and here we are trying to destroy it.”

Under free trade, hospitals can bring in not merely private management of services, but entire work forces, Smith notes. Ottawa’s Tories, and business-oriented provincial governments introduce measures like small-scale privatization and user fees to pave the way for the institution of small-scale privatization under free trade.

On the road, we discover the public opposition to free trade. Some of

MEDICARE THREAT: NAFTA should be scrapped because it threatens the existence of our medicare system, HEU leader Fred Muzin told a May 15 rally in Vancouver.

Taking on the Tories

The Ottawa free trade rally was the biggest show of strength by Canadian unions in a decade. HEU’s Maurice Smith was there.

TORY TOMBSTONES: This Parliament Hill cemetery symbolized the 500,000 jobs lost because of free trade with the U.S.

THUMBS UP: Turnout for the rally exceeded all expectations, especially from private sector unions like the Canadian Auto Workers. But the big challenge for Canadian union leaders is what comes next?

The hospital gets Westinghouse electrical motors, breakers, solid-state diodes and fluorescent lamp ballasts made in Mexico, where low wages in the maquiladoras zones keep workers in poverty, and prices no cheaper than those made in the U.S. or Canada. But the parts are failing and the hospital is covering up the fact these must be replaced at great cost.

“That’s an example of free trade. There’s no control. Since the products were produced so cheaply, they were able to flood the market with them,” says Kozyniak.

Smith leaves the caravan at Prince George optimistic about the impact it will have. “During the trip I found people are bit down, but once we talk to them and they take our materials, they get inspired and say they’ll talk to their neighbours and friends.”

“The only way this can be turned around,” Smith asserts, “is through coalition work. We must get rid of the right-wing corporate agenda and set policies for people.”

Three weeks later, under the hot Ottawa sun, Smith surveys the sea of demonstrators, and he knows his optimism has been confirmed.

IN THE SOUP: The ingredients in the Kim Campbell cream-a-Tory soup can are from Mulroney’s corporate agenda recipe.

Granted, the Tories still hope to ram the deal through before the next election, which must happen this year. But the massive demonstration is an undeniable high in the long fight ahead, a planting of what Clark president Bob White calls the seeds of takeover from the old Tory agenda.
Laundry deal should be future trend

It may be a small deal, but a contract won by Penticton Regional Hospital to clean dirty laundry for the City of Penticton is a sign of what should be happening as part of health care restructuring.

"It's clearly a good move and will help preserve jobs and services," said HEU secretary-business manager Carmella Alleavato. "It's an example that other administrators should follow."

The union, says Alleavato, has been pressing government and hospital administrators to expand and make better use of a wide variety of public services and infrastructure like laundry and dietary provided by hospitals.

Earlier this spring Penticton Regional outbid two private sector laundry companies and won the $6,000 contract to clean municipal workers' coveralls for the next three years.

The contract was previously the domain of the private sector laundries. So when the PRH bid, based on union wage rates, came in at half the price, the private operators were riled. One of them complained to the local newspaper that the hospital had an unfair advantage - it didn't have to worry about making a profit.

Despite the uproar, PRH administrator Don Burroughs says it's appropriate for the public sector to move into this new area, and a sign of the times. With tight budgets, hospitals are under pressure to cut certain services and jobs.

"We have a belief that we should look at increasing revenue and maintaining or increasing employment," Burroughs said.

The way to do that, he says, is to look at ways to market hospital services to other public sector agencies and into the private sector.

"When money is tight, and the question is who can give quality at the best price, we can do it," he said.

Laundry worker and union local executive member Mike Vellerie is a strong supporter of expanding hospital services into outside areas. He and his 14 co-workers, who process one million kilograms of laundry annually in a bright modern facility, strongly supported bidding on the city contract. They're made suggestions to the employer on other jobs the facility could pursue.

The successful outcome was also a morale booster for the laundry workers. It shows, says Vellerie, "we're competitive, we're paid union wages, and we don't have to sacrifice quality to make a profit."

But Vellerie made it clear that if more work was being brought in, more staff would be needed.

Burroughs said the hospital was in the process of setting up a marketing committee to investigate new opportunities - like doing medical records and transcription for local doctors' offices.

Many of the ideas on which outside contracts to bid on come from HEU members themselves.

Rigid employers make health reform difficult

Ideologically driven boards blocked employment security accord, Clark says

The B.C. government is finding that reforming health care with support from health care workers is more difficult than it expected, says finance minister Glen Clark.

Clark, who has been heavily involved in negotiating the health care employment security agreement, said the difficulty is caused by health care managers who want to cling to their old ways or simply want to oppose the government.

"One of the things we wanted to change is the culture of health care institutions," Clark told the HEU summer school. "This has been more difficult to do than we thought it would be."

"It's going to be extremely hard to take the rigid people (in management) and change their behaviour."

Many of the hospital trustees and administrators who have held up the job security agreement were motivated by "straight ideology," Clark said. "Some want to use the traditional management technique of making the workers pay the price of reform."

At the same time, Clark admitted that: "Part of the problem is our fault in not properly marketing the accord. We hope to learn from that."

The job security agreement is an important part of the general reform of health care, he said.

"You can't radically reform the health care system without having the support of the workers. I'm very proud of the accord and I hope it will be the model for other sectors."

The finance minister bluntly outlined why he believes the health care system must be reformed.

"The health care system as we know it is finished. The cost of health care is growing faster than the ability of governments to pay."

Health care costs rose at about 10 per cent a year due to population growth, an aging population, wages increases, inflation, new technology and building costs, while tax revenues go up by only three per cent a year, Clark explained.

"As the costs go up by 10 per cent, the revenue from the federal government isn't rising. In fact, it's frozen."

Clark said that Liberal governments in Quebec, New Brunswick and Newfoundland, and the Tory government in Alberta, are all pushing for user fees in health care. Federal Tories are talking about user fees, and the federal Liberals have not excluded user fees, he added.

NDP governments are resisting this pressure, and Clark said the B.C. government is trying to slow the rise in health care costs as an alternative to bringing in user fees and U.S.-style medicine.

Under questioning from HEU members, Clark said he has also raised taxes on rich British Columbians and corporations, who have seen their taxes fall under Sacred Tory governments.

"They're screaming loud. That's not to say they're paying their fair share," he said that he hasn't heard praise from trade unionists to counter the attacks from wealthy people.

Donnie Bernard of the Kamloops local said hospital workers can't sit on hospital boards in spite of their expertise.

"We should fix that," Clark replied. "I can't think of anyone more qualified to sit on hospital boards than those who work in them."

HSA makes changes at top

The Health Sciences Association has made changes in two key leadership positions.

Cindy Stewart, a physiotherapist at Vernon's Jubilee Hospital, was elected as president of the union by a narrow margin over the incumbent Jackie Henwood at HSA's annual convention in May.

There were no substantial policy differences between the two candidates, who have worked together on the union's executive council for several years.

Henwood, who served as president for five years, was instrumental in building much improved tri-union solidarity with HEU and BCNU. And HSA has taken a novel approach to filling its executive director position, appointing two women to share the heavy workload of the union's top post.

Maureen Whelan and Lisa Hansen, who will divide administrative and direct members' servicing responsibilities, are the new executive co-directors.

Both women come from HSA senior staff positions.
HEU takes to the air with comedy, music, and real working people.

EU members, whether they’re on the job, fighting for quality health care, working for pay equity or joining with others to defeat the North American Free Trade Agreement, are on television these days like never before.

It’s all part of Working TV, a new cable television program sponsored by HEU in association with other unions, which is taking the Heart of Health Care message into thousands of B.C. homes. The half hour show premiered in May on the Rogers Cable network in the Lower Mainland and South Vancouver Island.

And you can get involved by making your own television items, sending in your own suggestions for television coverage or helping get the program broadcast on your local cable network.

(sess who want to see the show or obtain a kit describing how to arrange a local broadcast should call Stephen Howard at the Provincial Office, 734-3473.)

Working TV is the union’s response to membership demand for a major push to put HEU’s views front and centre where public opinion is moulded.

These days, that means television.

“We listened carefully to what our members were telling us about our communications efforts over the past two years,” says union secretary-business manager Carmela Allewato.

“Our Heart of Health Care theatrical and musical show in 1991 had a tremendous impact, but our members urged us to put it on television.

“At the same time, we were spending a lot of money in television advertising that wasn’t producing an obvious return.”

The Working TV project solves several problems at once, Allewato said. “We can do a good job explaining our issues in a full program. Our members can get involved. And we get far better value for our expenditure than we could by advertising.”

The result has already made waves on Rogers Cablevision, where more and more members are catching the program as they surf around the channels with their remote controls.

In the first program, viewers learned the truth about the Employment Security Agreement and saw detailed coverage of the Oh-to-Ottawa Caravan opposing the free trade deal.

A highlight for many viewers was the hilarious impression of a recovering “power-hungry hospital administrator,” played by actor Steven Campbell Hill, who is treating his power abuse problems with the assistance of HEU shop stewards.

Health care workers’ views and concerns are distorted by the mainstream media.

Humour and music are a big part of the program, which aims to entertain while it informs.

Co-hosts of the show are Lila Murao, an HEU member and organizer, and Nora Randall, who also has a background in long-term care work.

Thanks to community cable television and the huge number of channels available, a union-sponsored program is as likely to be watched as anything else on the airwaves.
AND THE REVIEWS ARE GOOD!

HEU members have already given Working T.V. the thumbs up. Here's a sampling of audience reaction from the general public:

"I thought it was a fantastic program. I really like to hear from the everyday working person."

"It was quite wonderful for a change to see something that reflects the reality of working people in this country."

"More, please!"

"It's about time we had some of that stuff."

To get the program produced, HEU approached Julius Fisher, a veteran trade union organizer with a long history of musical production for the labour movement.

Fisher is producing the program on behalf of HEU and other labour sponsors like the Canadian Autoworkers, the Vancouver and District Labour Council and the United Fishermen and Allied Workers’ Union.

HEU is actively seeking the participation of other unions to assist in continuing the show or increasing the frequency of broadcast.

"There’s no question our members’ views and concerns are distorted or ignored by the mainstream media,” says Alette. "With Working TV we stopped complaining and did something about it. We’re on the air ourselves."

The program is unique for the labour movement in B.C., says Fisher, although CBC Newsworld carries a national weekly program on labour issues.

Elsewhere in Canada and the United States, individuals and small groups have produced programs sporadically.

This is the first time, however, that various unions have banded together to produce an ongoing, high-quality show.

IT'S AN ALL-UNION production, using members of the Association of Canadian Television and Radio Artists, the American Federation of Musicians and the National Association of Broadcast Employees and Technicians.

There are three ways for HEU members to get involved:

• make your own items on a Video 8 or Handicam camera and send it along to the program, care of HEU Provincial Office;

• obtain the kit available this month from HEU on how to arrange local broadcast of the program in your area;

• send in your ideas for stories.

Copies of the show are also available for viewing at local meetings.

The show covers the entire province and items have already originated from locations as far apart as Enderby, in the Okanagan, and Cumberland on Vancouver Island. Later shows will visit the north and the Kootenays.

"We've found our members do the best job of telling the HEU story," says Alette. "We think this may be the best way yet of helping them to do it."

“Working TV is a good idea because people will see that hospitals are more than doctors and nurses.”

HAT'S WHAT three HEU Enderby local members think about HEU’s new TV show, LPN Virginia Schulz, food service aide Annie Lee and health records technician Kathy McDermid when they first watched Working TV. With 30 acute care beds and 12 extended care beds the Enderby hospital is one of the smallest acute care facilities in the province. Lee, McDermid and Schulz told their stories about their work, about the long unrecognized physical and mental demands that are part of their jobs, and why they feel undervalued.

Working TV isn’t on yet on their cable channel, but they were eager to see the finished product. The three all agreed that the union is going in the right direction to get its Heart of Health Care message across.

You don’t see working people on television news, said McDermid, “except in the background when they interview managers.”

They see the show as a way for the public to better understand the jobs and roles that HEU members play in health care facilities across B.C.

“I don’t think the public is aware of how much we do,” said McDermid.

Schulz agreed. "It makes the public more aware of what goes on amongst our walls."

There’s another benefit too, according to Lee. "I would really like to see HEU members in other hospitals on TV so we could compare jobs," she said.

What was it like being in front of the camera? Telling their stories they were remarkably relaxed, hamming it up while they were fitted for microphones and the camera operator framed the shots. They came across as polished pros.

"I’m not a movie star,” said Lee, whose son and daughter have a video camera. "I was just being myself and telling the truth." Schulz wasn’t worried about ahead of time either. "I’ve been so involved with other things that it wasn’t a problem.”

Shooting on location outside the Lower Mainland also scored two thumbs up.

"It’s good that you’re coming to communities like ours to do these things because our situations are totally different,” said Schulz, who also chairs her local’s pay equity committee.

How to get on air in your community

HEU has designed a special promotion kit to help you get Working TV on air in your community, and to get people watching.

Before you approach your local cable operator, you should know that federal government regulations require cable companies to operate a community access channel and show community programming.

Working TV is filmed in locations in communities across B.C. using union crews, and has high production values not often seen on community programming.

That’s why the show is already on the full Rogers cable network from Abbotsford to Vancouver, and Victoria.

The kit contains all you’ll need to get Working TV on the airwaves:

• a video copy of the show;

• all the necessary technical broadcast documents required by the cable operator;

• promotional ideas.

Kits are available from Stephen Howard, HEU communications department, 724-3431 or 1-800-663-5813.

Medical records technician Kathy McDermid.

LPN Virginia Schulz, left, and food service aide Annie Lee, right, with host Lila Murao.

May/June 1990 • GUARDIAN
Coffee Break

Helpful facts for difficult times
• If everything is coming your way, you are in the wrong lane.
• When you stand at your 25th school reunion, you wear a name tag so the people know who you are. You wear a name tag at the 50th reunion so that you know who you are.

How big is BIG LABOUR?
Just how big is the big labour monster business writers fear so much? Well, the 160 corpora-

50 per cent of the rest of the commerce-

less than half of cow per cent — the com-

He can dish it out, but this boss can’t take it.
“I built this 'sandschool' and all the rules in it. Somewhere’s trying to turn it all away from me and I have [wasted it],” said Gerald Wiegert, chief executive officer of Vezor Aeronautical Corporation, explaining why he barricaded himself inside the company’s Los Angeles plant after a vote by the board of directors to fire him.
Wiegert’s company makes luxury, high-performance cars costing as much as $700,000. They are complaint about financial irregularities, such as Wiegert’s use of corporate funds for purchases from a store called Naugatuck Nighthawks.

Free enterprise hard on Russian women
Savvy-five per cent of the people who have lost their jobs in Pavlov recently have been women aged between 45 and 55.

Legislation banning discrimination is rou-

Three out of five health care claims filed from 1987 to 1991 came from hospitals, and two out of three of the nurses were practical nurses or nurse aides.

Health care for police and fire officers.

PEGGIE CHEMICALS Ltd.

How to keep the sharks away.

The North American labour move-

Some incredible WCB statistics show that heath care still does not get proper attention from board in-

Health care, the number one gen-

tics, nine per cent of all time loss claims came from hospitals and other health care facilities. Heavy manufacturing and construction accounted for eight per cent each.

Three out of five health care claims filed from 1987 to 1991 came from nurses, and two out of three of the nurses were practical nurses or nurse aides.

Seventy per cent of the 25,706 health care claims filed from 1987 to 1991 were for strains. Of those, 6,577 claims were for back strains handling patients, 4,256 were for other back strains, 3,466 were for other strains handling patients, and 5,904 were for other strains.

The days lost to injury in health care continue to mount. Last year, more than 300,000 days were lost in health care due to injury, close to a 30 per cent increase over 1991.
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, 2006 West 10th Ave., Vancouver V6G 4P5.

Name ____________________________
Address __________________________________________
Postal Code ____________________________
Telephone ______ Facility ____________________________

---

HEU people

Maple Ridge workers mourn Anne McLaren

HEU Maple Ridge members are mourning the death Jan. 7 of Anne McLaren, who died at the age of 64 after a courageous battle with multiple sclerosis.

McLaren worked in the dietary department at this hospital and her passing is mourned by the staff who worked with her both as fellow worker and as a resident at Creal为啥 Manor, where she moved as her illness advanced.

Kimberley’s Delores Tooze retires

Delores Tooze, an HEU member and cook at Kimberley Specialist Care Home, since 1978, retired Feb. 19. She was a founding member of the local when the facility was organized in 1976.

A member of the local executive for many years, she looks forward to baby-sitting her grandchildren, sleeping and working in her greenhouse.

UBC local member retires

Julie Robinson, a member of HEU’s UBC local since the time the local transferred to HEU from CUPE, retired in February after 14 years of service. A secretary in the anesthesia department, Robinson will continue with volunteer work.

Hilda Fefchak retires in Oliver

Hilda Fefchak, a retired practical nurse at South Okanagan General Hospital in Oliver, retired March 31 after 30 years on the job. She joined HEU in 1973.

---

PIECING IT TOGETHER: Students from an HEU summer school class on health care restructuring display the detailed diagram of how the health system runs and who all the players are that they developed in class to help union locals influence change in their communities.

---

COUNTRY STORIES

postcards from mexico

Poverty, repression & free trade – a 21 minute report on the trade union delegation tour to Mexico which included HEU financial secretary Mary Lefaivre. Produced by the B.C. Trade Union Group and available from HEU Communications, 2006 W. 10th Ave., Vancouver.

May/June 1993 • GUARDIAN
Thanks, Bill

Through nine years of leading HEU, former president Bill Macdonald remained dedicated to improving the lives of working people.

PAGE 5

Life on the line

In the midst of a military coup in her country, Guatemalan union leader Rosa Escobar tells about her struggle for justice and survival.

PAGE 7

Sexual harassment

A workplace free of harassment is the goal, and HEU members are using the collective agreement to make it happen.

PAGE 8

Working TV

Comedy, music and real working people make HEU's new television show different from anything you’ve seen.

PAGE 12