THE NDP budget boosts: good news

THE MARCH 28 provincial budget announcement of increased funding for hospitals and community health services is a good move, and shows the NDP government’s commitment to health care, says the Hospital Employees’ Union.

“They’re happy to see that health facilities and vital community services are getting more generous increases this year than last year,” said Carmela Allevato, the union’s secretary-business manager.

In her budget, NDP finance minister Elizabeth Cull outlined a three per cent funding boost for hospitals, a substantial rise from last year’s increase of only one per cent. Funding for community-based health services, which are the cornerstone of the government’s health reform plan, increased by seven per cent.

Overall, health care spending increased by nearly four per cent to $6.6 billion.

Allevato warned, however, that hospital budgets will remain tight and she called on hospital administrators to start complying with the downsizing targets for management staff set out in B.C.'s health reform objectives.

“Health care workers have met the downsizing targets for a lower hospital system. But health administrators haven't, so we'll be watching to make sure the increased funding is spent wisely,” she said.

Allevato was also optimistic the increased health funding along with the budget surplus would help solve the problems faced by HEU and other unions in first contract negotiations for hundreds of poorly paid health workers in the community sector across the province.

“The workers who are seeking fair wages and pay equity measures, have been stymied,” Allevato said, “by provincial wage guidelines. We should have a bit more flexibility now to resolve their needs.”

HEU also offered strong backing to the government’s announcement in the throne speech of a plan to outline the need for funding. But that, the union said, is increasingly clear in providing acute care services.

DID THEY DELIVER?

Health minister Paul Ramsey says the accord has proven its worth.

A Guardian interview. PAGE 8.

THE WAGE CONTROL WALL: HEU FIGHTS BACK/5
COMMENT

Renewed accord is food for thought
by Carmela Alleato

Imagine every health care system patient between UBC Hospital and Hope receiving his or her meal from a single kitchen. Imagine that kitchen operating somewhere in the Lower Mainland. Imagine hundreds of food service workers laid off while others transfer to a multi-million dollar kitchen miles from their communities.

You've just imagined the most favoured option for health care food service workers. In the face of new cutbacks and layoffs, health care workers have a voice in decision-making and effective consultation.

The health accord was designed to give health administrators a way to sit down, at last, and bring workers into the picture. HEU's polling shows that British Columbians expect and demand that kind of cooperation. So far, those running our health care system are refusing to accept that kind of accountability.

HEU will not oppose - in fact we will facilitate - changes designed to improve our medicare system. We will not support changes that undermine the quality of the health care workers delivering service and care.

The angry reaction of food service workers to government is a warning to all employers that health care reform will fail if it is done at caregivers' expense.

The Guardian

by Carmela Alleato

Attending a meeting of the Board of Directors, this writer is struck by the number of people present. One would think that the public would be served better if the Board of Directors included more consumers of the services provided by the hospital.

A further point of concern is the apparent lack of concern for the well-being of the employees who provide the care and service. It is a matter of public record that the majority of employees at the hospital are unionized.

The Guardian

letters


Hawthorn members say thanks for the support
All the members of Hawthorn Park local wish to extend their heartfelt appreciation to all those who extended their support – morally, financially, and on the picket line – during our strike.

Many thanks!

ELAINA PROULX
Chairperson, Hawthorn Park Local

Hawthorn Park members have finally won a first contract after a bitter fight. See page five for details.

Attention 1996 bargaining committee
What are you going to do for the benefit of casual employees? Are you going to treat them into permanent full-time or permanent part-time jobs like we used to have the right to do previously?

As you are well aware, we have been deprived of our right to bid into any kind of job even if a casual's working hours outstand a permanent or part-time employee.

We also belong to HEU and pay the same union dues like everyone else.

I urge the casual employees to speak up now for your rights, before the next set of negotiations start. Otherwise, we shall never move upwards, perhaps go downwards and work only four hours a week.

I hope and expect the bargaining committee will take care of this casual employee issue and restore their lost rights.

Please give us the dignity and the honour which everyone else enjoys. Please bring us on par with other employees so that we could also bid on full-time or part-time jobs. A member is a member.

AMARIK R. THARA
Duncan Local

HEU aids Port Alberni struggle
On behalf of the B.C. and Yukon Building and Construction Trades Council and its affiliates, I wish to express our thanks for your generous contribution in support of our struggle with Macmillian Bloedel's antiunion, open shop campaign. This has been a very expensive fight to date and we are a long way from reaching a satisfactory resolve.

The Open Shop campaign is growing rapidly in this province. Some of the major players are Westcoast Energy, Macmillian Bloedel, Stelco Forest Industries, Fletcher Challenge and Methanex.

Once again we thank the executives and membership of Hospital Employees' Union for your kind assistance and support.

TOM GALBRATH
Secretary-Treasurer, B.C. and Yukon Building and Construction Trades Council

Cull says balanced budget will save social services

After a year of cuts to health care and social services, B.C. Finance Minister Gordon Cull says he has found 'common-sense' answers.

The Orangeville Citizen's Community Food Bank, for example, is one of those that have been able to stretch their dollars. The food bank, which provides food to more than 1,000 families per month, has had to make cuts to its operations due to the lack of funding. However, by implementing a series of cost-saving measures, such as reducing the number of volunteers and streamlining its operations, the food bank has been able to continue providing essential services to those in need.

Similarly, the local United Way has reported a decrease in donations, yet has managed to maintain its support services by cutting back on unnecessary expenses such as travel and advertising.

In conclusion, through careful planning and resourcefulness, social services can be sustained even in times of fiscal adversity. The Orangeville Citizen's Community Food Bank and the local United Way are shining examples of this approach, demonstrating that with creativity and determination, support for vulnerable communities can continue.

Thank you for your understanding and continued support.

ELIZABETH GUIL
Minister of Finance
HEU turns thumbs down on food services controversy

By Stephen Howard

About 50 union activists from Lower Mainland facilities didn’t buy the sales pitch from a high-priced consultant at a March 15 meeting on proposals for massive change in food service delivery at Lower Mainland health facilities in the next five to 10 years. Instead, the activists urged health employers to drop the controversial $250,000 consultants plan for a centralized shared food service system that would have a drastic impact on service quality and jobs.

They told employers to consult with health workers and the public. 

“Too many cooks in the kitchen” is a common refrain among health care workers who described the consultant’s efforts as “an example of the worst thinking in planning a system that will be complex, expensive and difficult to implement.”

The entire system is based on a flawed premise that the current system is not working. The consultants’ report fails to address the real issues: the lack of communication between departments, the lack of quality control and the lack of employee training. It also fails to take into account the financial impact on the health care system as a whole.

NO WAY Food service workers Barbara Sundara, Teressa Prentice, and Jacqueline Morgan want employers to go back to the drawing board and involve front line workers to focus on plans to improve food service quality.

Heath boards to lobby against the proposed changes, and press for a renewal of the Employment Security Agreement as a necessary first step before any long-term change is implemented.

Up to 1,000 HEU food service workers would be affected by the consultant’s study, which outlines three options for centralized food production facilities along with separate assembly plants that the consultant, Toronto-based Marrack Ways, claims would save up to $12 million annually.

Up to 500 workers – one in five – would lose their jobs, while 500 more would be reemployed from their facility to the central production factories.

The shared production plan would utilize the cooke-chill system which came in for a lot of criticism from food service workers. “It’s been nothing but disaster,” said Thrash McLean of St. Paul’s hospital, where cooke-chill was introduced three years ago. “We’ve been forced to do around $500 per our meals through conventional cooking.”

Burnaby Hospital dietary aide Laurie Schiefer said her facility is “fearful” that cooke-chill, and I just don’t see quality food.”

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Library budget hits health care

By Chris Gainor

Paul Martin’s 1995 federal budget deepens the conflict to social programs and health care begun by the former Conservative government, says HEU secretary-business manager Carmela Alvarado.

Although Martin claimed that the cutbacks amounts to only about four per cents next year and the following year, they actually mean much larger cuts to cash transfers to provinces for these programs, she said.

B.C. health minister Paul Ramsey already calculates the cuts will cost the provincial health budget about $170 million next year.

But B.C. Liberal leader Gordon Campbell and his federal counterparts didn’t go far enough in voting program spending to reduce the deficit. And Campbell and the Employment Security Agreement should be scrapped to make up for the cuts.

B.C. health minister Paul Ramsey already calculates the cuts will cost the provincial health budget about $170 million next year.

But B.C. Liberal leader Gordon Campbell and his federal counterparts didn’t go far enough in voting program spending to reduce the deficit. And Campbell and the Employment Security Agreement should be scrapped to make up for the cuts.

Affordable education and welfare will be cut by $2.5 billion from what the provinces would have received under the current arrangements. In 1997/98, the cut will amount to $4.5 billion. Federal documents estimate the total cost to B.C. of these cuts at $282 million in 1996-97, but B.C. finance minister Elizabeth Call put the cost at $457 million in 1996-97 and $801 million in 1997-98.

These reductions will be on top of Tory cuts to health care pay- ments, which now cost the B.C. health care system $1 billion a year, nearly a sixth of B.C.’s health budget.

HEU”s ongoing support and problem solving efforts have earned our respect as a dedicated Board Chair. Paul M. Miller, Jr., who retired from HEU’s Board in 1992, said, “I think the Board has been very supportive of the plan.”

Local unionists are working to win back lost dues, say project leaders.

What DO YOU think?

That’s a question the union is going to be asking about 1,300 union members who will be randomly selected to participate in one of the two important surveys of HEU members that will be conducted in confidential 20-minute telephone interviews by the respected polling firm of McPherson and Todd.

Both surveys will give union members and employers an opportunity to express opinions on important issues. The results will be used by the provincial government to determine key issues.

The first survey, designed to get feedback that will help shape the bargaining agenda for 1996. The second survey, part of an innovative modelled by the last HEU convention is an effort to elicit a higher percentage of demographic insights of the diversity of HEU members in the first day of the convention.

The second survey will be conducted randomly and will be administered to the membership. We hope that the union members in the surveys. Then the computer will randomly select the final 1,400 person interview.

Equity conference opens doors for more involvement

HEU will hold a ground-breaking equity conference in Vancouver April 24 to 26 to help create an action plan that ensures that HEU is open to all members of the union.

Union members who are aboriginal people, people of colour, lesbians and gay men, and people with challenges are invited to this meeting, which is taking place as a result of a resolution passed at HEU’s 19th Biennial Convention last October.

The meeting will be an opportunity for HEU to discuss issues of diversity and inclusion with the broader HEU community.

The meeting will feature a variety of speakers and workshops on topics such as cultural diversity, gender equity, and Aboriginal issues.

The meeting will also include a panel discussion on the challenges faced by HEU members from different communities, and how the union can be more inclusive.

The meeting is open to all HEU members, and we encourage everyone to attend. We believe that by working together, we can create a more inclusive and equitable HEU for all.

What will you do to help make HEU a more inclusive and diverse union?

We would love to hear your thoughts and ideas on how we can continue to work towards creating a more equitable and inclusive HEU.

Let us know what you think by commenting below! We welcome all feedback and suggestions on how we can make HEU a more diverse and inclusive workplace.

What do you think?

We are looking forward to hearing your thoughts and ideas on how we can make HEU a more diverse and inclusive union.

What do you think?

We are looking forward to hearing your thoughts and ideas on how we can make HEU a more diverse and inclusive union.

Thank you for your interest in making HEU a more diverse and inclusive workplace.

We value your feedback and suggestions and will continue to work towards creating a more equitable and inclusive HEU.

What do you think?

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We are looking forward to hearing your thoughts and ideas on how we can make HEU a more diverse and inclusive union.
HEU adds voice to labour, NDP debate

The Canadian Labour Congress and the federal NDP have embarked on a joint effort to try and reinvigorate the party after its poor showing in the last federal election.

So HEU has offered its opinions on how to get the NDP back on track.

The HEU brief recognizes the gains that labour has made under NDP government.

But, it says the party faces some number of reasons, including the NDP's support for the provincially Charter-based Accord and the deficit reduction plans of provincial NDP governments.

HEU offered a host of ideas on how to turn the situation around.

Building stronger links between the party and social movements, more grass roots organizing, and making political action a daily priority instead of just at election time.

"The rise of the Reform Party," says the brief, "shows working people are not afraid of radical measures. What they need are radical options that lead towards social democracy, not way from it."

Bargaining preparation begins at spring meetings

With HEU's wage and policy conference six months away, preparation for 1996 bargaining get underway with a series of special bargaining strategy meetings in all regions of the province starting May 9 in the Fraser Valley.

The two-day meetings, which will wind up by the end of May, will start identifying the ways that HEU can achieve its bargaining goals, which include extending employers' security, pay equity, comparability, workload, and some contract for all HEU members.

Details on the strategy meetings have been sent to all secretaries.

Fraser Valley office getting closer

Improved service for Fraser Valley locals is close at hand.

At press time, HEU was evaluating various real estate options to purchase office space for their location in the Valley.

The decision to buy was made after (serial) study of leasing opportunities.

June is the target opening date for the new office.

As part of the agreement that brought HEU back into the fold of the Canadian Union of Public Employees, the two unions will share the office.

Activist juggles the ups and downs

Marianne Davies talks about success, stress, tragedy and family

by Stephen Howard

"The end of last year had its highs and its lows," says veteran HEU Cumberland local activist and single parent Marianne Davies.

On the up side, Davies had just been elected to the B.C. Federation of Labour's executive council, topping the polls in the election of four new positions drawn from the ranks of B.C.'s labour councils. On the down side, stress builds up from overwork coincided with the tragic death of her brother in an industrial accident.

The Comox Valley resident was able to deal with the stress attack by stepping down from her local executive position to concentrate on being secretary on the Courtenay and District Labour Council.

But her brother's death was a more difficult wound to heal. "It was impossible to concentrate for a few months. I was still trying to do things and use things slide, but you can't always do it.

My brother's death made me realize that life is so short, so try to do the best you can and always try to do what's good - helping people - like he always did."

For the up-and-coming labour leader, Davies describes her B.C. Fed election as "exciting." But she admits, "It was a lot of work, and it was only after a lot of people approached me prior to the convention that she actually made her decision to stand.

She joins HEU's Fred Muzin, Carmella Albett and Mary LaFonante at the top leadership level of B.C.'s provincial labour organization.

Family plays an important role for Davies, driving her commitment to justice, and offering the support that allows her to be involved.

"I wouldn't be doing this if I didn't have a family that helped," she says. For Davies, "the union" was part of her upbringing. Her grandmother was an organizer for the IWA who settled in the Comox Valley in 1938. Her father was an IWA member as are her brothers.

It was her parents who helped her during her marriage to her daughter Kristine, now 13. Her dad is in an intermediate care home now, so in the past few years its been her mother, Florence Bell, who provided key support.

"There are always someone to talk to, always someone to help out like my mom and all kinds of encouragement," says Davies about the role her family plays in her life.

Even under the best circumstances there are things that everyone learns the hard way in her relationship with her daughter Davies is no different. "One of the things I found - the hard way - was that you have to spend time at home." With mom out of the house regularly, Davies says her daughter starting "hating" mom instead of doing school work.

Her schedule "really affected the relationship that Kristine and I have. I had to make a conscious effort to stay home more, to spend more attention on my daughter and all our other things together."

Surprisingly, Davies says that balancing a single parent's responsibilities with the demands of an activist schedule doesn't always pose difficulties.

"When you get involved, you have a tendency to take on too much because you want to make a difference. But there's so much coming down the pipe, you're going to get burned out if you try to take it all on." She relies on listening to classical music and having a couple of ciders or a glass of wine, but only on the weekend.

"I only drink at the end of the week because it's too easy to get away on you. You could do it all the time if you didn't think about it."

Davies also takes her commitment into community activities as well. She's a girl guide leader, is active in a local women's group and in the annual Courtenay Film Festival.

DELEGATE That's Davies' message to other activists fighting overwork and burnout. Share the load she says because there's too much coming down the pipe.
Cull's wage controls block fairness for low paid workers

HEU members at the Group of Five social services facilities in Victoria have begun job actions after bargaining for a first contract reached an impasse due to wage "guidelines" imposed by the provincial government. The same "guidelines" which were drawn up by the Public Sector Employers Council with the approval of finance minister Elizabeth Cull are being used to deny a last contract to the striking members of HEU's Queen Alcohol and Drug local and to nearly 20 locals seeking first contracts. The 150 Victoria members, who work at Cornerstone, Crossroads, Kerel, South Island Community Living, and Victoria Community Resources, operate group homes and day programs for persons with mental and physical disabilities.

"We've been focusing our work entirely on our clients, and that's been very positive," said Margaret Cavin at the Cornerstone local. "All the other work has been left to the managers. There has been some resistance on their part."

Coordinating job actions in the five local 17 workers has been difficult, she said. But participation has been strong and the job actions are being coordinated at regular meetings. Cavin said the locals are now working on actions to bring their dispute to the attention of the general public. The five facilities have been certified for more than two years.

Workers in the facilities earn about 30 per cent less than workers in similar facilities, and benefits vary from few to none. Employers have offered a two-year contract with no wage increase in the first year and two per cent in the second year. The offer does nothing to address wage disparities among the facilities.

About 100 people attended a March 6 rally at the Gorge Road Shopping Centre in Victoria in support of the Group of Five locals. HEU president Fgid Musin and financial secretary Mary Lalonde addressed the rally. The Queen Alcohol and Drug local has been on strike since Jan. 31 after 14 months of fruitless bargaining. It is seeking the same agreement as five other HEU locals providing the same counselling and prevention services.

The employer, represented by the Health Employers' Association of B.C., is pressing hard for a number of substantive provisions. The members of the local are maintaining a picket line outside the association office at the Fraser Valley Medical Building on Front St. in Queen. The local has been supported by members from the Queen local and by members of other unions in the area. More than 20 locals with 600 members are bargaining that is being complicated by the wage "guidelines." HEU is working to eliminate the guidelines, which are seen as a form of wage controls, which are unacceptable from a government that is supposed to be in power with the support of the labour movement.

About 50 local representatives from the affected locals met in Veracruz in March to draw up strategies to win fair first contracts. "Lots of ideas came out of that meeting," Cavin said.

Hawthorn workers win big gains in new deal

HEU Hawthorn Park Lodge members won a new contract and significant gains in wages, benefits and working conditions after a bitter 40-month battle with the not-for-profit institutions companies that own and manage the Hawthorn facilities.

"It's wonderful," says local chairperson Angie McWilliam. "Having a positive attitude is important. It was definitely worth the struggle."

The deal, obtained in mid-February through arbitration, provides for wage increases of 23 to 35 per cent, significant benefit improvements, grievance and dispute settlement procedures and a pension plan.

This is a significant victory and it will be a springboard for the organization to win standards conditions next time, says union secretary-business manager Camelia Allaway. "I predict that all the Hawthorn members who had the strength and determination to win justice against an end of obstacles imposed by the powerful mini-hospital Divestiture Inc."

McWilliam said her members were relieved because "finally we have some stability."

Allaway said the whole union will continue to be on guard for the Hawthorn members, because Divestiture Inc. is "in an attempt to silence" the members who secured their contract gains.

"This is the new breed of private sector employer that will fight workers and bail out to maintain their profit margins."
It's time to fight to save medicare

by Fred Muzzin

C ANADIANS are on the verge of losing medicare, our most cherished, social program. Why? Because the recent federal budget sharply reduces transfer payments to the provinces for health, education and social services.

According to estimates from B.C.'s health minister Paul Ramsey, that translates into a $170 million slice out of our health care budget next year alone. And the cuts will get even deeper in future years.

In addition, the provincial government has surrendered other measures that give it the clout to keep provinces from allowing practices such as extra billing. Without an ability to enforce our medicare standards, national health care will die.

The liberal government is continuing on with its multi-year agenda of supporting private, wealthy corporations at the expense of Canadians. We are now seeing the impact of the Free Trade Agreement (FTA) and the North American Free Trade Agreement (NAFTA).

Health care is nothing but a commodity, patients and residents become customers and buyer beware! American pharmaceutical and insurance companies are charging at the bit to increase their profits in the Canadian 'market'. Doctors are planning to build private hospitals so that there are alternatives to the public system, if you can afford them.

The free market system creates some winners but many losers. In the States, 40 million Americans have no health coverage and illness can result in lifelong debt.

But their system does have lots of high-priced consultants who are batching new ideas, like patient-focused care, for employers to save money with no regard for the quality of care.

We are rushing headlong towards drive-through medicine where hospitals will have no beds and loved ones will be left at home to cope as best they can.

There are already groups organizing to fight back against this right-wing agenda. Health care unions all of us – trade unions, seniors' groups, students, anti-poverty groups, the B.C. NDP government, women's groups, ethnic organizations, churches and others committed to social justice.

As front line health care workers, HEU members must be active in this fightback. Our work provides us with inside knowledge regarding the effect of cuts. We can educate the public – by leafleting, at rallies, through newsletters and speaking to community groups. We must meet with our MPs and MLA's and impress upon them that medicare is not for sale. We have to be visible at labour councils and involved in mobilizing.

Time is running out. If we fail to act and fight now, the destruction of Canada's kinder, gentler society is inevitable.

Opinion poll provides handy information

by Stephen Howard

We're asking a lot of questions these days to gather important information that will give us a jump on preparing for bargaining in 1996 and a provincial election that will surely happen around the same time.

While our bargaining-based survey of HEU members is set to begin, the numbers are in on a public poll to see the opinions of British Columbians about our health care system.

The poll, carried out in February, shows the public takes pride in our health care system and respects the role that health workers like you play.

More than 80 per cent of those polled rate B.C.'s health system as good or excellent for quality.

And, in a clear rejection of budget chopping pledges of provincial Liberal and Reform politicians, 61 per cent oppose health spending cuts and reject any notion that we can't afford our existing level of services.

But the talk of a two-tiered health system – one for the rich and one for the poor – advanced by doctors, corporations and deficit-crazed politicians clearly has the public worried. In fact, 69 per cent agreed that medicare is in danger.

Health workers scored top marks on a number of fronts. You have the public's respect because 89 per cent of respondents recognize you're doing your best to keep the system going in some pretty difficult circumstances.

We also asked respondents to identify reliable sources of information about what is happening in the system. We've got an 89 per cent reliability rating, on par with doctors and nearly 30 points higher than the boss.

There's also strong public support on questions that underpin our Employment Security Agreement.

We asked whether health reform should be carried out on the backs of health workers. The response was an overwhelming 77 per cent no. By an 85 per cent score, the public recognizes the need for measures that protect the investment in the skills of caregivers.

As HEU activists prepare to meet with local MLA's and reach out to the community to outline the benefits of extending the ESA, these are important numbers to have under our belts. We must use our campaign to safeguard our medicare system and win a new security agreement that preserves health services and jobs with a lot of respect, understanding and credibility.

It will come in handy because it's going to be a tough battle.
WHERE DO THEY STAND?

LIBERAL LEADER
GORDON CAMPBELL
He's talking tough
on the health
accord, but does
he know the
realities?

NDP PREMIER
MIKE HARCOURT
Will he support
health workers'
proposals to
improve health
reform?

B.C. REFORM
LEADER JACK
WEISGERBER
What's his party's
policy for the
medicare system?

WE'RE GOING TO FIND OUT.

by Geoff Meggs

"The clock is running out, both on the NDP's Master Health Plan and the current term of Mike Harcourt's NDP government. The contract expires March 31, 1996, and Harcourt must go to the polls some time before September next year."

For HEU members, who win employment security that averaged thousands of layoffs under the current contract, that means political action is moving to the top of this year's bargaining agenda.

"We're going to be meeting with politicians, telling them where we stand and demanding a commitment," says HEU secretary-business manager Carmela Allevato.

Well before an election, HEU will be reporting to members on where each of the parties stands on matters of concern to health workers through a special publication that carries each party's replies to questions posed by the union. At table officers' conferences now under way across the province, HEU president Fred Muzin and Allevato are urging locals to make sure that candidates from all political parties hear from HEU at the grassroots level.

"Our ultimate employers are the people of B.C.," Allevato says, "and without their support, politicians will not feel pressured to negotiate fair agreements.

"Our polling tells us that British Columbians not only have a lot of respect for health care workers, but they trust them to tell the truth about the health care system."

"That means our local leaders are the best possible people to get our messages out."

Locals will be working on a regional basis to get HEU's message out both to the community and to local politicians. The goal is to build support for HEU's three main policy goals:

• enhancement of medicare, including legislation banning the development of a two-tier system through the introduction of user fees or privatization;

• increased confidence in health care reform by maintaining acute care services until new community services are in place; and

• commitment to a new partnership with health care workers, including an expanded health accord to protect services and the skills of health care workers through employment security, retainer and other measures.

"During the spring, HEU will be circulating a brief outlining its policies, which are based on conventional decisions, throughout the province. Local officers have been supplied with a political action manual which includes the brief, suggestions on lobbying and a contact list for every provincial politician in the province."

With the assistance of staff representatives and political action co-ordinator Kristina Vanderwerf, who is based in the Provincial Office, local officers are going to make sure that local politicians come to grips with health policy in the next few months.

"The politicians need to hear from health care workers," Muzin says. "It's vital that they be held accountable for their actions and that they are aware of the policies we are pursuing."

HEALTH ACCORD 2

Protection of services is goal

A renewed health accord should make protection of medicare services its main objective, says the HEU.

In a brief outlining the union's objectives for 1996, when the Employment Security Agreement must be extended, the union calls for "a health services protection agreement" which would facilitate the retaining and redeployment of health care workers in a reformed system.

Such an accord would maintain employment security, but improve measures such as retaining, upgrading, early retirement, job sharing and voluntary transfer to enable the system to respond to changing needs.

It would also ensure that caregivers like licensed practical nurses are able to work to the full limit of their training. It would ensure appropriate compensation for workers in newly-emerging jobs and extend pay equity.

Finally, it would facilitate implementation of ergonomic regulations to reaps savings for workers and employers by designing safe workplaces.

PARTNERSHIP COMMITMENT
HEU says it's time to determine how the Employment Security Agreement can be improved to advance health reform goals. Present for the announcement of the first accord in 1993 were from left, then finance minister Glen Clark, Maureen Whelch, HSA, Debra McPherson, BCNU, Carmela Allevato, HEU, employers' rep Ron Melchey and Elizabeth Coll, then health minister.

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I will start by asking you where we are right now with the Employment Security Agreement, and what we can look for in the next couple of years.

I think the Employment Security Agreement has proven its worth. I think that there are now a majority of employers who are finding this sort of arrangement has worked for them. My sense is that health care workers obviously find this sort of contractual arrangement was badly needed, particularly in a time of rapid change.

The Accord is also taking a toll of a political kind. I get nailed regularly by both Reform and the Liberals for what they continue to call a sweetheart deal with health workers. I say it’s an essential part of respecting care providers when we are changing the way the system functions.

I think it has proven its worth and I think she will set the stage for negotiating what happens after March 31, 1996, from both the employer and the government side, as we look at what happens after March ’96. And that’s really all I can say right now.

A big concern we’ve had at HEU is the growth in the ranks of administrators.

I don’t know what it is with some of the administrators who run our health facilities. I have said very clearly to them that their target is a demonstrated reduction in administrative costs of about 15 per cent over two budget cycles. So when I see some indications that instead of moving in that direction they are actually trying toatten up administration, I shake my head.

These guys aren’t getting it. The days of padding administration are over and increasingly, this government is going

photos by
Stephen Howard

‘These guys [administrators] aren’t getting it. The days of padding are over and this government is going to hold them accountable for getting lean’
to be holding them accountable for getting lean and effective on the administrative level.

The other part of that, that both Elizabeth Call and I have been figuring out what the next step should be, is the continued tendency on the part of some board and senior administrators to give themselves obscenely fat pay cheques and benefit packages. When we had to use the CEO out at Ridge Meadows, we found that he had a severance package worth a quarter of a million dollars. I don't think that's any more to senior public sector jobs.

What about the workload situation in hospitals?

There is no doubt that the downsizing of the acute sector and the shift of what is done in the community has created some strains for some health workers.

My hope continues to be that after we get through some of this transition process, get this thing sorted out, and get some of the nice, down-to-earth, practical, actual changes needed, we will be in a position to solve the kind of problems that the community has created some strains for some health workers.

This leads us into the more general question of how the reforms are going. Could you tell me where we are now both in terms of shifting to the community and getting the new boards and councils set up?

We now have all 20 regional health boards designated. We will have virtually all of the 84 community health councils designated, by the end of March.

Now comes the hard work of developing health plans for communities that integrate services, the hard work of getting care providers and employers to work as a team rather than as rivals, the hard work of making sure the voice of those who have not been heard at the government's table are heard — whether it is women, ethnic communities,aboriginal folks, or people with disabilities. It is starting to happen.

We have more than 50 per cent women sitting on councils and boards right now. When I consider who ran health in this province for a generation, that is a real change.

What will be the role of health care providers, our members, in the governance in the health care system?

I think there have to be several principles embodied in how health care providers have their voice heard and have a seat at the table.

First, it has to be on care providers committees that has legislated status and I hope to be introducing legislation in this session of the legislature to do that. It has to be composed of people who are selected by their co-workers, not appointed by employers, and it has to have a clear and significant mandate. It must be more than window dressing that the boards and councils bow to, it must be a built in voice for those who work day in and day out.

I'd like to ask about the main topic of your address to our convention last fall, which was dealing with privatization in the health care system.

I intend to act this spring in the legislature to make sure that two things happen.

One, there will be no financial barriers to access for medical services and that means whether a person ends up going to a private clinic or a hospital he or she won't have to pull out the wallet or purse to pay for essential health services. There are a bunch of private clinics and health entrepreneurs who want to do it, as they see it, raise the financial barriers to access higher. And my government have exactly the reverse view and we intend to enforce it by legislation.

The second thing that has to be done is to find a mechanism for regulating where private facilities develop.

I think the next year and a half to two years will probably be the most crucial time in the Canadian medicare in a generation. We are facing a revuelling of the same ideological, fundamental differences that we battled over during the establishment of medicare.

What is the upcoming provincial budget going to look like for the health care system?

We face some serious budget challenges, not the least of which is what I think will be an increased loading from the federal government.

I hear the federal finance minister talking about cutting transfer payments yet again. We are about a billion dollars shy in transfers in what we would have had for health had the agreement of the late seventies held. A billion a year. And that is being made up out of your pocket and my pocket and every taxpayer in the province.

We are not going to do the Ralph Klein approach and simply pass on those cuts to the health system.

One of the reasons that I intend to fight so hard for preserving and improving the Canadian medicare system is that I grew up in a different system. I grew up in the United States and I know what it is like to be very ill, to being made medical services and not know how you are going to pay for it.

It is not an experience that most Canadians have had because for a generation they haven't faced that.

And I don't want them to ever face it because it is a horrible feeling, to be, as the age of 22, in a hospital bed, just having had an emergency appendectomy, and not knowing how I was going to pay for the doctor or the hospital bills, and what this was going to do to me as a young man starting out with a new family.

We don't want to have people face that. But we will have people face that if we throw overboard the principles that we have built our medicare system on, and I'm quite determined that as long as I am minister of health and the NDP is the government of this province, we will not move towards that horrible situation.

In spite of the very generous agreement which they obtained before you became minister of health, the B.C. Medical Association is pressing to get more health services into the private sector.

I challenge the BCMA to show me any jurisdiction where the development of a second, private tier has improved the public tier of health care.

Everywhere it happens, that I know of, it has resulted in decreased support for the public sector and decreased quality and access of health services.

I don't think we should sacrifice our universal system for the sake of enhancing income for the few.

OPEN DOOR Ramsey is never afraid to wade in with answers to tough questions from caregivers about health reforms. Here he meets with tri-union activists at Surrey Memorial Hospital, including HEU local chair Kathy Darvill, at left in foreground, secretary-treasurer Judy Little, and Marg Jackson, at Ramsey's left.
Usually, promises from politicians are a dime a dozen. So, with B.C.'s NDP heading for an election, we asked…

DID THEY DELIVER?

Prior to the last provincial election on Oct. 1, 1991, Mike Harcourt's New Democrats made a number of promises to HEU and the labour movement. The central events of the years since the New Democrats took office for HEU members were the difficult 1992 round of bargaining and the negotiation and ratification in 1993 of the Employment Security Agreement.

While the ESA wasn't envisioned before the 1991 election, the government's decision to proceed with downsizing its acute care following the recommendations of the 1990 Royal Commission on Health Care and Costs, coupled with HEU's show of strength in 1992 bargaining, convinced the government that an agreement was necessary.

The groundbreaking ESA provides HEU members with job security while acute facilities downsize. Instead of throwing workers onto the street, the ESA uses attrition, early retirement, retraining, and the Healthcare Labour Adjustment Agency to avoid layoffs and keep health workers' expertise in the system.

The ESA also attempted to deal with the workload crisis by reducing the work week from 37.5 hours to 36 hours. Provisions negotiated in 1992, notably HEU's pay equity plan, were extended.

Here's what the New Democrats promised and what they delivered on since they took office in 1991.

Health Care

Smarter spending of health care dollars after consultation with front line health care workers.

While government efficiency moves included closing down Shaughnessy Hospital without consultation, the Employment Security Agreement which took effect after the Shaughnessy decision gives health care workers input into changes made to the health system and health facilities.

The NDP has been open to input from HEU and its members, unlike Social Credit governments, which ignored workers. HEU is also represented on key health ministry committees.

Consider elected community health boards to run health facilities.

As part of the New Directions health care reforms, the government is bringing in Regional Health Boards and Community Health Councils to replace hospital, facility and agency boards. Only a third of the community councils will be made up of elected persons, and health care providers are not eligible to serve.

The provincial government will appoint a third of the members of the councils, another third will be appointed by municipalities and school boards, and the remaining third will be elected, starting in November, 1996. The regional boards will be selected by the community councils in the region.

The government will give health workers a voice through provider committees which will advise boards and councils.

Action against hospital boards that deny women the right to choose on abortion.

The government acted immediately to permit abortions in hospitals where anti-choice groups had taken over the boards. As well, the government has provided funding to abortion clinics.

INPUT Under the NDP health workers have had unprecedented input into health policy.
Freeze medicare premiums.

Medicare premiums have not increased since the government took office. Premiums for more than a half million lower income British Columbians have been removed or lowered.

End chaotic mismanagement of health care finances.

The reorganization of health care as part of New Directions is supposed to include restrictions on health care administrators' pay and more efficient health care spending. Gordon Austin was fired president of the Health Labour Relations Association, and his lavish spending is still under police investigation.

But as demonstrated in the rich payouts to executives from Shaughnessy Hospital and the continued growth in the ranks of management while workers face downsizing, there is still work to be done in this area.

No two-tiered medicine or extra billing.

After a long fight with doctors, the government signed a rich agreement with the B.C. Medical Association which only begins the job of restraining the $1.3 billion spent annually on doctors' services, and doesn't challenge the fee-for-service pay system.

The NDP has tried to manage public sector costs by cutting private clinics which would have created two-tiered medicare and caused health care spending to spiral out of control.

Restoration of team nursing.

Although the government did not take any concrete action to remedy the reduced use of licensed practical nurses, the coordinated assault by hospital management on team nursing and LPNs slowed in the facilities in the past four years.

Labour

Get rid of Bill 19, Bill 28's selloff of labour rights, and replace it with "fair and balanced" labour laws.

The NDP government repealed Bill 19 and replaced it with a new Labour Code in their last full year in office.

The NDP's Labour Code is an effort for workers to join together unions, to allow for new labour laws, and to ban the use of strikes and lockouts. 

HEU was disappointed that the new Labour Code did not include more bargaining, which would benefit women and service workers who are currently underpaid, and with technical aspects of the essential services regulations in the code.

Eliminate Bill 82, the Socred's so-called Compensation Fairness Act, which imposed wage controls and eliminated free collective bargaining in the B.C. public sector.

Bill 82 was repealed and the NDP was able to negotiate a new collective agreement in 1995. As part of the Employment Security Agreement, that agreement was extended to 1996.

The NDP has aimed to stabilize wages, and benefit improvements in the public sector using "guidelines," which act like wage controls.

New employment standards legislation to protect unorganized workers.

After a lengthy consultation process, the government trade major changes to employment standards regulations. The NDP has increased the minimum wage by 45 per cent, and it will rise to $7 an hour in October.

Women

Extension of pay equity in the public sector by legislation, and development of phased in pay equity for the private sector.

While HEU boycotted a ground breaking pay equity plan in 1992, the government has failed to bring in pay equity legislation covering the public sector. And the NDP's wage "guidelines" limit the money available for pay equity payments.

Work to establish full equality and equal opportunity for women.

A ministry of women's equality was set up when the government took office, and seven members of cabinet are women.

The government has taken action to ensure that its appointments at all levels ensure representation for women. For example, more than half of the members of regional health boards and community health councils are women.

Affordable child care for families who need it.

The government has provided 5,000 new child care spaces and committed $23.5 million in funding through the BC 21 program to build 7,500 child care spaces in workplace places such as hospitals.

Guests in child care providers to provide infant and toddler care spaces have also been provided.

Others

The government has been active on several fronts, clearing up the messes left by Social Credit governments.

A New Forest Practices Code and the CORE process have been the most comprehensive effort mounted to end deforestation in B.C., forests between forest companies and environmentalists.

Comprehensive negotiations to finally settle the question of native land claims to a fair manner are under way.

The budget deficit is being eliminated this year, after the government inherited a huge shortfall left by the Socreds.

Anti-pollution laws have been toughened, the agricultural land reserve has been maintained, and new parks have been opened.

Under the BC 21 program, the government has moved to build schools, hospitals, highways, transit, and other infrastructure that had suffered due to neglect by previous governments.
Nisga’a fight the backlash

With Reform politicians attacking a land claims settlement for B.C.’s Nisga’a nation, we asked chief Joseph Gosnell Sr. to debunk some land claims myths

by Joseph Gosnell Sr.

For most of these past two years we thought no one cared. Since 1976 we have been sitting alone among B.C. First Nations at the land’s claims table. Progress has sometimes seemed infinitesimal; public interest, even slighter.

But now we are closer than ever to achieving an agreement-in-principle, the backbone of the Nisga’a Nation. This is the moment. And as the only game in town, so to speak, we have been the target of most of the flack.

Amid all the self-serving nonsense from the Reform party and their ilk, describing natives as living in South Sea type paradises and alleging government giveaway and secrecy, the whole point of the land claims exercise, conveniently for our opponents, has been buried.

These who for their own purposes do not want to see a settlement with the Nisga’a and other native nations have been lawaking an image of negotiations as a wasteful spending spree by government. They talk about land claims agreements as being unaffordable, as if ‘we want to negotiate our way into the economy, not take it over’

they were discussing a new car, a refrigerator or some other discretionary expenditure.

It is wrong and hostile the point to describe land claims settlements as unaffordable and to speculate that government offers are excessively generous, but this has been the strategy of anti-settlement types.

These negotiations are not about generosity. This is not charity. This is a debt, unpaid for 150 years and rising, as our ancestral lands are efficiently stripped by multinational resource companies. Given that other federal debt

which weights so heavily on Canadians, if it is not paid, it will remain a deadweight burden upon your future and your children’s future.

Your governments are negotiating with us for reasons of moral and legal obligation. In the rest of Canada the British acknowledged both Indian ownership of the land and the obligation to obtain Indian consent before white settlement in the last century.

But now B.C. First Nations were never given the opportunity to sign treaties allowing white settlement of our traditional lands. We never surrendered or abandoned our rights over the territory our ancestors inhabited for thousands of years, even as the government handed over huge tracts of land for resource extraction and private development.

It is pointless to rekindle the arguments over our aboriginal rights. They have been recognized by the courts. They are enshrined in Canada’s Constitution.

In 1993 the federal and provincial governments made a solemn commitment to resolve all other outstanding native land claims with the signing of the accord establishing the B.C. Treaty Commission. And despite attempts by our opponents to reinterpret court rulings to fit their own particular bent, the highest judicial authorities have recognized that natives still have rights to our traditional land and resources.

Our own case decided by the Supreme Court of Canada 21 years ago gave Ottawa the impetus to enter into formal land claims negotiations with us. But it was not until 1990 that real progress became possible in B.C. That was when the provincial government ended its century-long refusal to recognize native claims, and joined the Nisga’a negotiation table.

Legal obligations aside, the current scrounging about the cost of land claims ignores the frightful costs to all Canadians of not settling. One federal study, for example, estimates the cost of uncertainty over land claims at more than $1 billion in foreign investment. The highest costs of all which our opponents fail to factor into the hard math of land claims is the cost to taxpayers of keeping the current system.

No one, not us, not non-natives, appear to be aware of the billions of dollars spent annually to keep aboriginal people in the blinding poverty of our tiny reserves. Biggers in our own land.

What we are settling at the bargaining table is straightforward. We want to negotiate our way into the economy, not take it over as powerful interests claim. We have made it clear we seek only to support ourselves from our traditional lands. We have said it again and again that we will not take away title to any one’s house. We want to share in the ownership and management of forests, fish and minerals.

It is no secret that a land settlement must provide the Nisga’a with an economic base. Working out the details of this is a big part of the negotiations. After seeing millions of dollars stolen from our ancestral lands, we are committed to a fair division of lands and resources within our territory, a degree of compensation for our losses through the years and the economic and jurisdictional base for self-government within Canada.

We know the people of Canada do not have the cash to pay the back rent, that is, the money properly owed us for the use of our lands and the plunder of its natural resources without consent or compensation. But we are not about to settle for the 20th century equivalent of trinkets and beads.

Surely we would all be better off if the Nisga’a and other First Nations could pay their own way as other Canadians are allowed to do. The biggest step toward that goal will be when Canadians retire the historic debt which has been weighing on us all in lost opportunities and burned resources, as much as it does on cens.

* EBU supports the land claims process between the Nisga’a and government covering the Nass Valley area north of Terrace.

* We’re committed to promoting education and debate on this important issue. We welcome your comments on this article.
### Wall Street wins, Canadians lose

Budget caterers to business demands, hurts working people, unemployed

FEDERAL FINANCE minister Paul Martin may get support for slashing spending and cutting 45,000 jobs in his recent budget from bond traders and speculators but his February budget brings little comfort to the thousands of Canadians who are lined up for jobs around the country, says Canadian Labour Congress president Bob White.

"The number one problem in Canada is still job insecurity and unemployment," said White. "Unfortunately, Martin's budget makes this problem worse. This budget caters to Wall Street, and does next to nothing for most Canadians.

"We should look at the context in which these cuts are made. We have record exports and persistent joblessness. We have record profits and few wage increases. We have record corporate bonuses and budget cuts. We have a self-satisfied elite, a nervous middle class and growing child poverty. We have an economy that is exceedingly good for a few, yet hard on the many." White was particularly critical of the Chretien government's pledge to cut 45,000 public sector jobs, and teaming up negotiated job security protection for members of the Public Service Alliance of Canada.

PSAC, whose members occupied federal offices in a Feb. 28 Vancouver protest, has pledged to fight the mass pink slips.

**SAYE JOBS** When Martin's axe fell Feb. 27, Public Service Alliance of Canada members occupied a federal office in Vancouver to fight the 45,000 job cuts.

Martin's much ballyhooed measures to make the rich and corporations pay more will still let those with the means duck their fare share. "Even after these changes corporations will pay less than 10 per cent of the overall tax base, while the rest of us cover over 90 per cent."

White outlined a series of alternatives that Martin could have implemented that were developed by the CLC as an alternate budget for Canada. Under the labour plan to get at the deficit, getting 1.2 million unemployed Canadians back to work over the next three years should be the top priority.

Other measures included tougher taxes on the wealthy and corporations, including the elimination of lucrative tax loopholes, cutting interest rates, while getting tough on international corporate currency speculators who are holding Canada's economy hostage.

White says these are just some of the measures that are credible alternatives to the Liberal's slash and burn approach.

"There are choices that would allow the government to reduce unemployment and restore Canada's fiscal health at the same time. We have alternatives that work," White said.

### Finance minister Martin is a leading tax dodger

Great Canadian and federal finance minister Paul Martin is one of the country's leading corporate tax dodgers, according to recently uncovered information.

Martin is owner of Canada Steamship Lines, a company that made $17 million in profits in 1998, paid no income tax and got a $400,000 tax credit to boot.

In addition, Martin's company has replaced Canadian crews on its international ships with third world workers paid much less than union rates, and has registered its ships in the Bahamas to avoid taxes and safety regulations.

That point was driven home at an early February dockside rally where one of Martin's ships was berthed for repairs on Vancouver's waterfront.

The ship was built in Canada with the help of a rich government subsidy, but is now registered in the Bahamas.

"This is an example of what is wrong in Canada," said B.C. Federation of Labour president Ken Georgiott.

"From the finance minister on down, corporations are avoiding paying their fair share of taxes while working people pick up the tab."

### WORKING TV APRIL/MAY SCHEDULE

For television, "from the point of view of those of us who do the work," check out Working TV, which runs on the Rogers community 4 channel in the Lower Mainland.

Here's the April/May schedule for the HEU-backed show.

**Thursday** 9 p.m.; **April 6, 20, May 4, 18**; Vancouver

**Saturday** 3:30 p.m.; **April 8, 22, May 6, 20**; full network

**Monday** 7:30 p.m.; **April 10, 24, May 8, 22**; Vancouver, Burnaby, Richmond

**Tuesday** 3:30 p.m.; **April 11, 25, May 9, 23**; full network

MARCH/APRIL 1995 • GUARDIAN
Another injury that didn’t have to happen

Every movement Rebecca Sharp made on the job unleashed another explosion of pain in her elbow. Brushing away tears, the 37-year-old cook at Cooper Place long-term care facility in the Downtown Eastside of Vancouver would fight the torrent of pain until her shift ended.

Sharp’s agony and the efforts of B.C. unions like HEU to win ergonomics regulations is the cover story in the latest issue of Our Times, a national labour magazine.

Local writer Dan Taroff tells the sorry tale of how the serving-compromising-sling—tading movements of Sharp’s job left her with a painful — but preventable — repetitive strain injury, commonly known as tendinitis.

But draft ergonomics regulations and codes of practice that would save workers like Sharp from the workplace accident carnage are deferred at the WCB, after approval was delayed by an employer campaign to defeat them.

HEU believes these regulations should come off the table and be put into effect, so that health care workers and their sisters and brothers in other workplaces do not have to put their health on the line every day they go to work.

The union is developing a campaign to put pressure on employers, the WCB and the CAB to adopt the regulations.

The campaign involves pressing for the regulations at occupational health and safety meetings in the workplace, and bringing this demand to the attention of labour minister Dan Miller. Miller should be informed of every incident that could have been avoided if the ergonomics regulations were in place.

“It is vitally that these new ergonomics regulations be put into place to protect workers,” said HEU secretary-business manager Carmel Avirote.

We’re the experts in safety success

by Chris Giesner

Further proof that HEU members are the experts in dealing with workplace injury problems comes from an extended care unit at Surrey Memorial Hospital.

When HEU members took charge of an injury and sick leave problem in ECU 3 at SMH last year, sick time fell 43 per cent and lost time accidents related to moving and lifting patients were eliminated.

As a result of the success of the HEU members’ plan, management agreed to put it into effect in ECU 2, ECU 3 and the Activation Ward.

“The injury rate was climbing and now it’s fallen through the floor,” said local vice-chairperson Marg Jackson, who added that the plan has paid for itself because the hospital’s Workers’ Compensation Board premium assessment has been reduced.

The story began last year when HEU’s workplace campaign was coming to Surrey Memorial just as the employer was considering buying a new lift for extended care, and the WCB was preparing to audit Surrey under a special injury prevention program.

At the time, injury levels were high in ECU 1, sick time was averaging more than 20 days a year for each full-time worker, and workers were home exhausted due to high workloads.

The hospital agreed to the workers’ plan on a trial basis, and costs were kept down by using lifts on loan from the suppliers.

“You have to go in to the employer with a plan,” said local chairperson Kathy Davitt. “You can’t leave a problem for the employer to solve, because it won’t be done.”

Elaine Chalton, who works in ECU 1, said the new lifts and increased hours for the bath team have improved conditions.

“Now we still have a heavy workload, but it’s manageable,” Chalton said. “When people go home, they feel like leading time with their families. They aren’t going home exhausted.”

Coffee break

They’re the roadkill on the info highway

Bell Atlantic of Philadelphia sent 1,200 workers home without pay last week because they came to work wearing T-shirts that showed them to be "roadkill on the information superhighway."

The members of the Communications Workers of America were suspended for one day, and lost two day’s pay.

The company, announced in August it would eliminate 5,600 jobs — 7.7 per cent of its workforce — to cut costs as it expands from its traditional phone business to a vast video network.

The union has filed charges with the U.S. labour relations board.

News? What news?

A Denver media monitoring group recently tapped all prime time news coverage in their city for a week and then did a simple content analysis. They found that 33 per cent of all news programming time was taken up with commercials. Actual news coverage accounted for 29 per cent of air time, sports 12, weather nine, and chatter, previews and previews the remaining eight per cent.

How to get a job

Author Bob Weinstein promises, "practical advice ... for the fiercely competitive '90s job market." The name of his new book is I’ll Work for Food!

New book promises to straighten out "problem" employees

Publisher Prentice-Hall has published the second edition of its management guide for problem employees. The supervisor’s Fodderbush arms managers with "the real reasons why workers display specific kinds of abnormal behaviour."

It demystifies personalities like Narcissist, Albert, Bottleneck, Bitter, Foolish Fred, and Superiors, Says the. Then, according to the book’s promo flyer, it gives supervision the secret to "get them off your back once and for all!"

Unfortunately, you have to cough up $19.95 US for the 324-page tome, and the flyer doesn’t spill any beans about Jackson’s recommended methods of discipline.

It does promise, however, that, "you don’t need a master’s degree in psychology to apply the methods with good results."
HEU people

She's off to the Mediterranean

Mission Memorial Hospital housekeeper Elsie O'Hara is set to retire soon after 11 years of service at the Fraser Valley facility. O'Hara isn't waiting any time putting retirement days to good use. She's planning a cruise to Malta in southern Spain.

Royal Jubilee LPN a proud HEU member

Connsedra Hunt, an LPN at Victoria's Royal Jubilee Hospital for 27 years, retired at the end of 1994.

"I am very proud to have been a member of HEU," says Hunt, reflecting on her long years of union membership.

Currently the president of the Victoria Filipino Canadian Seniors Group, Hunt plans to travel and get involved in volunteer work.

Yucalta's Hayes battled cancer

Bridge (Sisterly) Hayes, a beloved HEU member at Yucalta Lodge in Campbell River, passed away last year after a courageous battle with cancer.

Hayes, 54, worked in the dietary department and was not only a workmate but a dear friend to all she encountered.

Survived by her loving family, Sisterly Hayes will be sadly missed by everyone who knew her.

Staff on the move

At press time HEU legal counsel David Tarasoff and senior researcher Susan Kilgour really were getting set to move — to Burnaby and their new digs at the CUPE regional office. Their move is part of the agreement that makes HEU's affiliation with CUPE, ratified by union members last October.

Tarasoff will provide legal counsel on health care labour relations issues for both organizations while Kilgour will focus on health care related research needs.

This move and a number of changes at the senior staff level at HEU moves to implement more of the improvements recommended in an outside 1994 study of union administration and services.

Libby Davies assumes the new post of human resources coordinator March 27. Davies is a highly respected former Vancouver city councillor who served as a complainants investigator under the Master and UCDA contracts. She takes over some of the responsibilities of Zorica Bosnic, who now assumes the position of coordinator of services and staffing.

And Raj Chohan has been named director responsible for first contact bargaining, a move made necessary by the sheer volume of contracts that must be negotiated because of the union's organizing successes. Chohan reports to secretary-business manager Carmela Allevato.

Occupational health and safety representative Ana Rahman is back from maternity leave and returns to her position.

SHE'S PROUD Retiring LPN Connsedra Hunt reflects with pride on her many years of union membership.

HEU's Confidential Human Rights Harassment Process

Complaints investigators can help if you are being harassed at work because of your:
- sex
- including sexual harassment
- race
- disability
- sexual orientation
- religion

CALL 1-800-310-6886
for a recorded message about the process

[See Article 131 Member Collective Agreement or Article 135 Standard Collective Agreement]

HEU LESBIANS AND GAYS

for information
- about accessing HEU's member assistance program
- about equality issues
- about participating in HEU activities
- about education

CALL 739-1514 (Lower Mainland) 1-800-663-5813, local 514

Confidential Service of HEU Lesbian and Gay Issues Group

Board of education flunks lifesaving

"Clarence Browne barely had time to act when a gunman burst into the elementary school gym," reported the Associated Press.

"As the bells froze, the physical education teacher spread out his arms to shield the children and pushed them out the door to safety. He got shot in the wrist. His school and community loved Browne as a hero, but the Chicago Board of Education insisted that he wasn't entitled to the $50,000 compensation benefits. They said that saving children's lives was not part of his job.

Contract with God not binding

Anderson was upset by the Salvation Army loss their appeal to a labour tribunal because, reports the Reuters news agency, they had a contract with God, not a legally binding agreement. When Graham and Amanda Glasgow were fired last May, Salvation Army leaders told them they had no employment rights and that they were "answering a call from God." The tribunal agreed.

"A real victory in the best move for fivering competition comes from the computer industry. In high tech land where once the boot you're not fired, you're "uninstalled." Cell a vice-president at this company and the voice-mail message will tell you "you have reached the number of an installed vice-president."

Micdy Mouse is a Teamster

More than 18,000 workers at Disney World in Florida have won contracts with wage increases after turning down concession demands from the company.

The workers sell tickets, operate attractions, drive buses, do laundy, clean, wait tables, and provide technical support. Mickey Mouse is actually a Teamster.

The six unions at Disney mobilized their members with an aggressive campaign, helped by the fact that Disney made $1.1 billion in profits last year and paid its CEO Michael Eisner $203 million.

Notable quotes

Peggy White, the Royal Oak Mines CEO who was named "Woman of the Year" by Chantelaine had this to say about sexual harassment: "I chipped in, joke with them, tease them along, get them to communicate."

"The last four weeks opened by Macmillan Bloedel are non-union and for that I make no apology," says Gary Johnson, Macmillan Bloedel vice-president of human resources. "These non-union mills are without any union newsletters, seniority..."

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It’s thumbs down!
HEU members are opposed to a consultant’s plan that
would radically reshape food service delivery and cut
jobs in the Lower Mainland.

Where do they stand?
That’s what HEU is asking B.C.’s political parties as part of a
campaign for an employment security deal that protects
services, jobs, and medicare. A Guardian feature starting on

Land claims backlash
B.C.’s Nisga’a nation answers the attacks of right-wing
politicians.

He’s a tax dodger
Paul Martin’s federal budget didn’t make corporations
pay their fair share. It’s no surprise because Martin’s own
company is at the tax dodging trough.