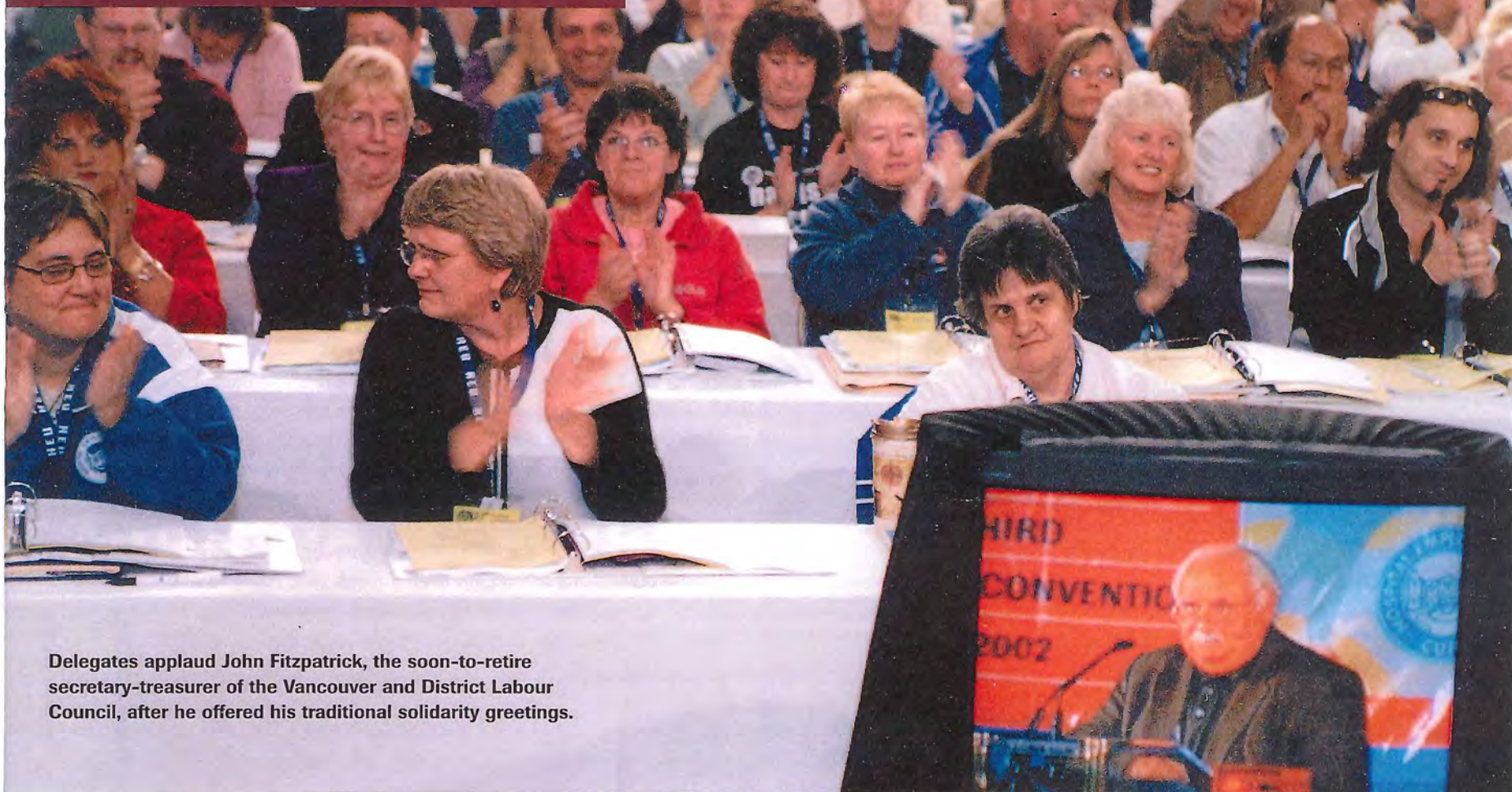




Delegates applaud John Fitzpatrick, the soon-to-retire secretary-treasurer of the Vancouver and District Labour Council, after he offered his traditional solidarity greetings.

KATE WILLIAMS PHOTO

■ Delegates to HEU's 23rd Biennial Convention showed they are not only ready "to talk the talk" but that they are prepared for action.

walking the walk



Delegates occupying Children's and Women's Hospital cafeteria took time to pay special tribute to 25-plus union members who've been disciplined for respecting picket lines and fighting back.

Close to 600 delegates emerged from HEU's biennial convention in October with a renewed fighting spirit to take on the reckless agenda of Gordon Campbell's Liberals.

They voted to press for a stronger response from the labour movement to use whatever tactics are necessary – including a general strike and more powerful community coalitions – and backed it up with overwhelming approval of a special assessment to build a fighting fund.

The tone for the convention was set early on in the week's proceedings, first with the highly successful October 7 Day of Defiance in Victoria.

Delegates spent the next day "walking the walk" – which became the rallying cry of the convention. First they occupied the cafeteria at Children's and Women's Hospital – a facility in the forefront of the Liberals' privatization sweepstakes. Other stops included rallies at Point Grey Private Hospital, UBC Hospital and then a demonstration in support of community social service workers.

Later in the week, an impromptu occupation of Richmond Hospital was staged to protest the presence of Sodexho in the food services department there.

Delegates were just as fired up at the microphones, sharing stories about the impact of Campbell's agenda on their communities, and their efforts to resist. They unanimously demanded Victoria provide British Columbians in rural towns and cities with equal access to vital public services.

Other key resolutions:

- condemned the Liberals' closures of long-term care facilities and hospitals, and called for a moratorium on such closures;
- rejected any plan to invest our pension funds in private-public partnerships;
- blasted Victoria for eliminating the B.C. Human Rights Commission;
- supported recall campaigns, backing the NDP in the next election as part of a broad coalition to defeat the Liberals and pressed for electoral reform in B.C.;
- demanded that the provincial government restore funding for a variety of recently delisted medical services like chiropractic, optical and physiotherapy; and
- supported a national drug plan instead of Pharmacare cuts.

Delegates also heard insights from representatives of our social justice partners – including Joyce Jones of the BC Seniors' Network and Jaime Matten of the Canadian Federation of Students. Labour leaders like CUPE National president Judy Darcy and secretary-treasurer Claude G  n  roux, along with Jim Sinclair of the B.C. Federation of Labour also provided inspiration.

Some 70 constitutional amendments were debated. While many were adopted, the major change involves the creation of a standing disciplinary panel for internal membership discipline issues.



ALLNUTT

COMMENT

The fight is far from over

This has been a year of monumental change for British Columbians.

After last year's provincial election, we knew we were in for some hard times. It was obvious from the start that we would have to fight long and hard to defend our jobs and to protect Medicare from a wholesale sell-off to the private sector.

Well, sisters and brothers, that is exactly what is happening, and we are right in the thick of it. It's been almost a year since the passage of the infamous Bill 29 when the Campbell Liberals overthrew our hard-won collective agreement, substituting one more to the bosses' liking.

Health employers must stop hiding behind the government

That's the legislation that made it legal to contract out housekeeping, dietary, security and laundry jobs to private firms who will pay low wages to an unskilled and unstable workforce while sidelining skilled and experienced health workers.

The next period is going to be very difficult, and sometimes we are going to have to put ourselves on the line.

The delegates at our convention in October said, "We have to walk the walk," and that is exactly what we are doing.

The Provincial Executive has a winning plan to keep us focused on defending family-supporting jobs and on improving the quality of health care for British Columbians.

By following this plan, we can slow down, halt or reverse the health care privatization plans of the Liberal government. We have the power.

We will be a thorn in the side of the Liberal government for as long as it takes to get them to back down on their attacks on us and on public health care.

But we cannot let the health authorities escape our scrutiny, either. For too long health employers have hidden behind the provincial government, claiming that although they don't agree with Victoria they have no choice but to fall in line with their plan.

Well, sometimes we all have to make choices in this life about what is right and what is wrong. It's time for health managers to make those choices.

I'd like to conclude by wishing all HEU members the best of the season. It's been a rough year, but time with family and friends is so very important to all of us.

voice.mail

Pension changes crucial to all

As an HEU pensioner I eagerly looked through the latest *Guardian* for some mention of the recent changes to the pension plan. Not a word! Did I miss it?

Then I looked at the HEU website. Aha, there it is, a copy of a press release. A press release, that's it! Is that all you can do?

I supported the HEU both financially and in spirit. Now that I'm not paying dues you seem to have abandoned me.

Get with it guys if you hope to maintain any credibility in this household.

CHARLIE SIMMONS
Vancouver

Hospital workers feel betrayed

On behalf of the members of HEU staff of Burnaby Hospital,

regarding the Fraser Health Authority layoffs in May-June of 2002, we feel extremely insulted and betrayed from the treatment that was imposed upon us.

The majority have been denied due process of bumping rights within the region.

Upon their notice of layoff, staff received an onsite seniority list with only 48 hours to decide between "voluntary" layoff, casual status or career change.

Some employees had to accept unrelated positions in areas which required no previous experience and with wage loss. Example: a full-time care aide bumping into a part-time dietary aide position.

Others opted to take a casual position to remain employed due to no positions being available to bump into.

HEU then took the employer to court to have the bumping

rights to include all facilities with the FHA (Fraser Health Authority) and won. As of September 2002 a new regional bumping list is in effect.

Employees entitled to this new list include only those who accepted "voluntary layoff" which was a very small percentage. Some of those voluntary layoffs are being deleted because of ward closures at Cascade Residence.

Many of these employees have worked at Burnaby Hospital for 10 to 25 years!

Perhaps there are others that would like to respond to this letter. We would like to hear your thoughts.

CLAIRE ROLLINS
Nurses Aide

CHARLOTTE STEWART
Food Services Worker
Burnaby Hospital

• reprinted from Oct. 16, 2002
Surrey News Leader

In defence of Cottonwoods staff

As a former resident of Cottonwoods (1977-1990), I have been following the circumstances there with more than usual interest.

I take strong exception to criticism that the many hard-working dedicated staff at Cottonwoods – and there are many – is currently getting.

Granted, there are some staff at Cottonwoods that would be better suited elsewhere. There always have

been a few, but most of the folks there, definitely the long-term staff, are good people.

If you want to find fault for the current circumstances, let's remember one salient fact: it wasn't the staff or administration there who brought in all the budget cuts at Cottonwoods during the last 10+ years.

Give the staff and management a fair shake. Provide them with adequate staffing and equipment, and I'm sure they'll happily bring Cottonwoods back to its former position as the trendsetter in extended care in B.C.

RALPH WARDELL
Kelowna

• reprinted from the Oct. 24, 2002 Kelowna Daily Courier

Caregiver calls on community

On Oct. 18, 2002 the support services, housekeepers and dietary aides were given notice that their jobs will be contracted out. Some of these workers, mostly women, have worked at Arranglen Lodge (Gardens) for more than 25 years.

Our reputation in this community for giving quality care would be impossible without the support of our housekeepers and dietary aides. They are the ones who call the nursing staff if a resident is in trouble or needs attention.

Our cooks will always meet the individual needs of the residents, and a dietary aide will stop what she is doing to help feed a resident.

Campbell's Liberals are attacking B.C. unionized workers.

I would never have imagined this happening in Canada when I came from the Philippines 22 years ago.

When I was 10-years-old my mom lost her job because she helped to unionize her workplace. It was owned by a big tobacco corporation in the U.S. This company did all the dirty tricks they could, hiring scabs and bribing the union officials. When that failed, they moved their whole operation out of the country without paying taxes or severance pay to their 3,000 employees.

Taking our jobs is not the way to save money. If you privatize our jobs, it means profits come before patients.

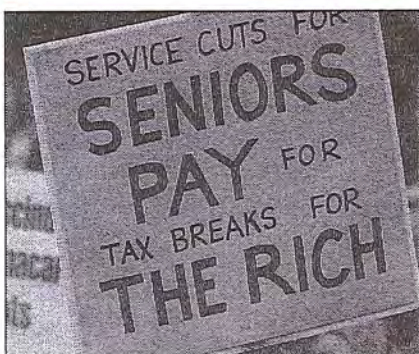
The contractors will be paying the workers less money and no benefits. It sounds like a third world country. Maybe I am dreaming, and I am back home.

What this government is doing to our seniors, disabled people, workers, students and youth is unfair. I am urging this community to rise up and fight against this government.

LORNA PARTRIDGE
Care Aide, Arranglen Gardens
Qualicum Beach



news



◀ Seniors tell Liberals they're fighting mad • 4

Delegates at B.C. Fed convention endorse militant action • 4

Campbell's promise to housekeepers cruelly broken • 5

Roy Romanow's long-awaited report released • 6

Grassroots activism growing in Parkholm Lodge • 6

HEU leadership arrested at laundry blockade

HEU's top leadership were arrested on November 22 at a protest in Chilliwack that began the night before when dozens of health care workers and their supporters established a blockade at a Chilliwack industrial park.

The blockade was set up to prevent the shipment of hospital laundry and local jobs to Calgary.

HEU secretary-business manager Chris Allnutt, president Fred Muzin and financial secretary Mary LaPlante were taken into custody by the RCMP along with a 72-year-old Surrey resident after K-Bro Linen Systems obtained an injunction from a judge in Vancouver. The four went peacefully.

The previous evening a contingent arrived at Legacy Industrial Park on Unsworth Road in Chilliwack shortly before 6 p.m. and began unloading bales of straw, blocking the exit of the Alberta-bound semi-trailer loaded with dirty laundry.

The Fraser Health Authority gave K-Bro – a U.S.-controlled company based in Alberta – an unprecedented

10-year contract to provide laundry for four local hospitals. Over the next year, four million pounds of hospital laundry will be trucked to and from the company's Calgary plant.

Forty-three laundry workers at the Chilliwack and Mission hospitals lost their jobs when the contract took effect November 16.

The loss to the local economy is \$1.5 million.

HEU is also concerned about linen and laundry shortages and the degradation of stained materials left filthy for several days.

"This government is quite literally trucking community-supporting jobs to Alberta along with the dirty laun-

dry," said Allnutt. "It's one more way that Gordon Campbell is making his corporate friends rich on the backs of workers and patients."

There are also environmental costs to be considered, says an alliance of environmental and public interest organizations.

The alliance, made up of the Labour Environmental Alliance, the David Suzuki Foundation, and Better Environmentally Sound

Transportation, says any projected cost savings from a contract with a private firm to truck four million pounds of soiled hospital linens to Calgary over the next year will be far outweighed by the negative consequences for the

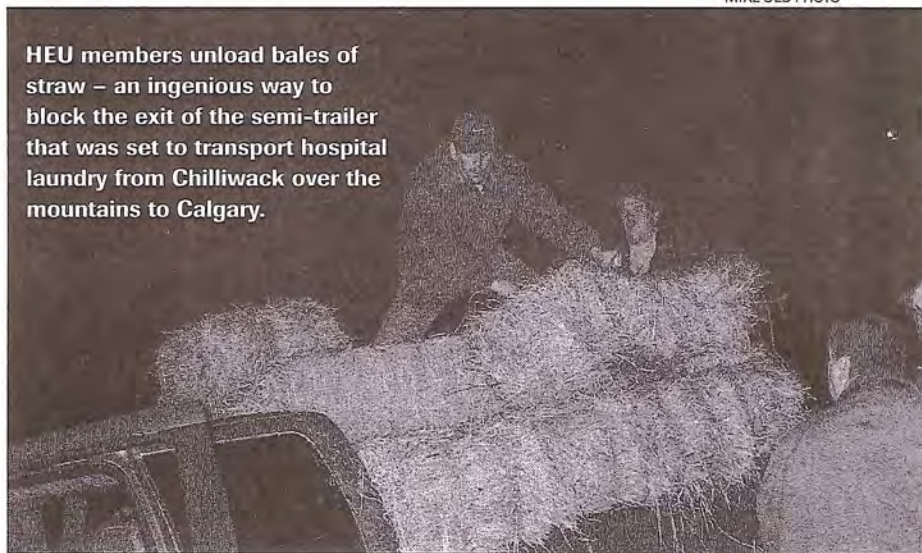
environment, people's health and on the Fraser Valley economy.

After Muzin, Allnutt and LaPlante were fingerprinted and told to appear in court on February 18, 2003, they proceeded to a rally held as a show of strength and solidarity. Also there was Jim Sinclair, president of the B.C. Federation of Labour.

"I think we've successfully raised the profile of the Campbell government's policies that threaten patient health and safety and ship good jobs off to Alberta," said Allnutt.

"HEU members are committed to stopping health privatization and contracting out in British Columbia and will continue to creatively challenge attempts to put private profits before patient care and public health services."

MIKE OLD PHOTO



Civic elections send clear message to Victoria

Province-wide civic elections held November 16 signaled a dramatic shift in electoral politics and a major challenge to the policies of the Gordon Campbell Liberals.

Nowhere was the shift more dramatic than in Vancouver where the B.C. Liberal's farm team – the Non-Partisan Association – was unceremoniously dumped in favour of the labour-endorsed Coalition of Progressive Electors at City Hall and on the School and Parks boards.

During the campaign, COPE's mayoral candidate Larry Campbell spoke with members of HEU's VGH local against the closure of the Downtown Eastside's Cooper Place, a long-term care facility.

And HEU's campaign to stop the privatization of security services in the Lower Mainland found vocal support from Vancouver city councillor Jim Green and new Burnaby mayor Derek Corrigan.

But electoral gains weren't restricted to the Lower Mainland.

In all, 266 progressive candidates were elected including 57 per cent of labour council endorsed candidates.

Re-elected were HEU members Gordie Logan (Juan de Fuca local) and Bob Fowler (Armstrong local) to Colwood City Council and School District #33. Salt Spring Community Services local member Kimberly Linegar is now a municipal trustee for the Islands Trust.

And HEU staffer Chris Dorais was elected to

the School Board by the voters of the City of North Vancouver.

"HEU members should be proud of the contributions to election victories from one end of the province to another," says HEU secretary-business manager Chris Allnutt. "After 18 months of brutal government cuts that have undermined the economic and social fabric of our communities, voters were past ready to push back – and they did. As a result, there's a new crop of civic leaders who aren't afraid to advocate for health and other public services that strengthen the communities they represent."

For the first time, most HEU members received a letter from the union that provided a list of labour council supported candidates.



COFFEE BREAK

All stories guaranteed factual.
Sources this issue: 789 News/CEP
789/CALM, America@work, AFL-
CIO/Internet

Make that to go

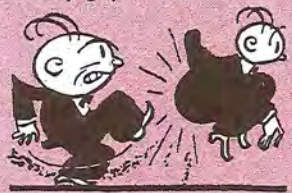
A company, feeling it was time for a shake-up, hires a new CEO. The new boss is determined to rid the company of any slackers. On a tour of the facilities, he enters a room full of workers and decides to let them know he means business. He notices a guy leaning against the wall. He walks up to the guy and asks, "How much money do you make a week?"

The young fellow replies, "I make \$350 a week."

The new boss hands the guy \$350 in cash and shouts, "Here's a week's pay, now get out and don't come back!"

The fellow leaves and the CEO looks around the room and asks, "What did that slacker do around here?"

With a sheepish grin, one of the workers says, "That was the pizza delivery guy."



Texas talk

Here are a few choice expressions – and their translations – from the Lone Star State:

The engine's runnin' but ain't nobody driving = Not too smart

Big hat, no cattle = All talk, no action

It's so dry the trees are bribin' the dogs = Rain would be nice

You can put your boots in the oven, but that doesn't make them biscuits = You can say whatever you want, but that doesn't change a thing

Not even in the ballpark

During a Labour Day appearance on Fox Morning News, host Steve Doocy threw U.S. Secretary of Labor Elaine Chao what should have been a softball, asking her about the origins of the September workers' holiday.

She looked at him blankly and said, "Well, I guess you might have one on me on that."

Political Jokes

The problem with political jokes is that they get elected.

Seniors tackle Victoria

If B.C.'s Liberals have been slow to get the message that seniors have had enough, they heard it loud and clear from 2,000 protestors chanting "recall, recall" at the Provincial Legislature on November 26.

"This battle is just starting," Martin Amiabel from the BC Old Age Pensioners Organization told the crowd. "When we have finished with them, if they don't change their ways, we're going to dump them like we've dumped governments before – like yesterday's garbage."

Organized by a number of B.C.

seniors' groups, the rally protested cuts in health and social services, as well as changes to Pharmacare that will include the introduction of a means test.

Despite Health Services Minister Colin Hansen's last-ditch announcement that the means test would be delayed, and his meeting with a delegation of seniors an hour before the rally began, the crowd were having none of it. They warned government they weren't buying into a false sense of security and were determined to keep up the fight.



JOSHUA BERSON PHOTO

Fed says general strike

On the third day of the B.C. Federation of Labour's annual convention the last week of November, hundreds of

delegates voted unanimously to put the Campbell Liberals on notice that unless they stop passing legislation and taking other measures that hurt British Columbian workers and communities, they are going to be facing a general strike.

The day before the delegates poured into Vancouver's downtown streets and marched to the BC Hydro building in reaction to the provincial government's release of their energy policy that includes plans to break up and hive off parts of the publicly-owned utility to the private sector.

The delegates made it clear on both occasions that British Columbia's workers are fed up with Campbell and his government, and they are getting to the point where they are beyond rallies.

Up at the microphone, workers told stories of what is happening in their communities with the government cuts, much as delegates to HEU's convention did in early October.

"The 18 months Campbell has been in power have seen thousands of jobs

lost, and devastation in the province's communities," says HEU secretary-business manager Chris Allnutt. "People said 'enough is enough' and like our members, said 'It's time to walk the walk, not just talk the talk.'"

First there is work to do, raising public awareness of the impacts of government policy in forestry, government services, health-care and education. And the fight to keep BC Hydro public is going full steam ahead with a class action lawsuit – with hundreds adding their names to the list.

B.C. Fed president Jim Sinclair called Campbell's government to account at the November 26 rally at BC Hydro. "Your government has made decisions behind closed doors that will affect the company's public shareholders forever," he said. "You wouldn't get away with a move like this in a private sector boardroom, and we're not going to let you transfer control of the company from the rightful owners of BC Hydro without a fight."

The Liberals announced the break-up of BC Hydro into two separate companies on November 13 and have forged ahead with a private deal to contract out 2,000 customer service jobs to Accenture, a multi-national corporation.

Hand over your documents, says commissioner

Information and privacy commissioner David Loukidelis told Gordon Campbell's Liberal government on November 6 that it must release to HEU documents related to its contract-breaking Bill 29, in answer to the union's months-old Freedom of Information request.

Less than one week before, a Supreme Court judge had ordered the Campbell government to release confidential cabinet documents dealing with Bill 29 – the *Health and Social Services Delivery Improvement Act* – to lawyers acting for health care unions in an unprecedented Charter of Rights case which will be heard next April.

Loukidelis categorically rejected government arguments that it needed until the end of January of next year to comply with the union's request. In his order, the Commissioner states: "the Ministry is in breach of its statutory obligations for no reason that I can find to be justified on the evidence before me."

He gave the Campbell government until November 30 to comply with his order.

<<newsbites>>

Oregon rejects health care plan

An initiative intended to create the first universal health care plan in the United States was overwhelmingly defeated by Oregon voters in recent mid-term elections. The initiative was strongly opposed by business and the health insurance industry, which kicked in the lion's share of a \$1.2 million campaign against the measure.

The initiative was sponsored by Health Care for All Oregonians, which remained undaunted by the defeat and pledged they would bring it back to voters in 2004.

Campaign chair Mark Lindgren said

his group wanted to address an escalating crisis in the state health care system where more than 400,000 Oregon residents are without health insurance coverage, about 70,000 of them children.

Gordie's five-step shuffle

Gene McGuckin of Kimberley submitted these five easy steps, perfected by B.C. premier Gordon Campbell, to changing one town's hospital into a private facility:

- 1) get elected on a platform of no cuts to health care;
- 2) appoint six health authorities completely dominated by corporate executives;

- 3) shut down Kimberley Hospital;
- 4) force the town to fork out \$145,000 to buy the hospital so the local population will have access to health care;

- 5) then have city council hand over the \$2 million hospital building to a couple of anesthesiologists for less than 14 per cent of its assessed value.

Learning from past struggles

For a lesson in popular education, HEU members should visit: <www.elteatrocampesino.com>.

In the 1960s, when César Chávez was organizing California's migrant

Liberals to axe housekeeping jobs

From Whistler to Vancouver, 1,000 front-line health care workers will be sacked

The Vancouver Coastal Health Authority has taken the first step towards total privatization of housekeeping and operating room cleaning in hospitals and long-term care facilities from Whistler to Richmond.

It's a move that HEU says will result in the layoff of more than 1,000 women and men and will put patient health and safety at risk.

On November 22, the health authority issued a "request for proposals," inviting private corporations to bid on the work.

The RFP closes in January at which time pink slips will be issued.

HEU secretary-business manager Chris Allnutt says Gordon Campbell's health care privatization campaign puts Vancouver's world-class image at risk.

"The premier may have Olympic dreams for the region, but his policies mean that workers from Whistler to Sechelt to Vancouver will lose decent family and community supporting jobs," he says.

"It's an absolutely appalling way to treat these skilled and experienced front-line health care workers and it represents another attack by the Campbell Liberals on the economic base of communities large and small."

Allnutt says private contractors will pay wages in the eight to 10 dollar an hour range – a situation that will lead to high turnover and less experienced workers cleaning sensitive patient care areas including hospital operating rooms.

Evidence from around the globe



Debra Burns of Vancouver General Hospital found out that she is one of hundreds of housekeepers – the overwhelming majority of whom are women – that are going to lose their jobs to a private contractor.

points to rising infection rates in health care facilities where cleaning has been privatized.

A recent U.S. study says lower cleaning standards contributed to the deaths of more than 103,000 Americans in 2001.

The National Health Service in the U.K. recently had to invest more than \$77 million (Canadian) in a crash program to upgrade

cleaning standards in selected hospitals – most of which had retained private cleaning contractors.

It represents another attack by the Campbell Liberals

B.C.'s health authorities were given a free hand to contract out the work of thousands of front-line health care workers when the

Campbell Liberals passed legislation that shredded health care collective agreements last January.

Contracting out costs

Hospital and long-term care housekeeping services are already strained. Contracting out will mean a further deterioration of cleaning standards.

Contracting out means that decently paid, skilled and experienced staff will be replaced by a private company's poorly trained, transient, low-waged workforce.

A recent U.S. study found that

cutbacks in hospital cleaning and infection control standards were a major contributor to the unnecessary deaths of more than 100,000 patients in 2000.

The U.K.'s National Health Services recently took a \$77 million hit to pay for improved hospital cleaning standards and withdrew the policy that required cleaning to be contracted out.

For-profit security hazardous

Hospital security officers in the Lower Mainland and Fraser Valley are mobilizing against health authority plans to replace in-house security forces with low-wage, private contractors – a move that is ringing alarm bells with hospital staff, as well as the general public.

"Private guards simply won't be able to handle the kinds of crisis interventions that frequently occur in a hospital setting," says HEU secretary-business manager Chris Allnutt. "They will have to rely far more heavily on other protective services to deal with violent and dangerous incidents."

In-house security officers are trained to work as integral members of a hospital team – diffusing aggressive and violent situations as they arise, or assisting patients and visitors in varying states of crisis. Contract companies, on the other hand, frequently short-staff, and don't provide the basic training now routine for many in-house security officers. Equally important is the fact private guards won't have authority to respond the same way hospital security staff do because they will no longer be employed by the hospital – they'll be directed and managed by a private contractor.

"Any direction from facilities to their contract employees will have to be done through the contract company," explains Christine McKay, a senior security officer at Burnaby Hospital. "Right now if hospital staff need any assistance they can simply ask one of our officers."

That means hospitals will be left waiting for assistance to arrive in situations when every minute counts, and hospital staff will face an even more dangerous working environment than they do now.



Actors dramatize confrontation between grape-pickers and their boss in 1960s California.

farm workers, a group of activists started up a theatre group called El Teatro Campesino. They traveled around California, telling the stories of their struggle.

Today, El Teatro Campesino is still going strong. The website chronicles its past and present struggles. Some of their first productions can be seen on video clips on the website.

NWT prohibits gender identity discrimination

The Northwest Territories has become the first jurisdiction in Canada to prohibit discrimination on the grounds of gender identity.

In addition to providing explicit protections to transgendered citizens, the NWT Human Rights Act (Bill 1) created a Human Rights Commission and prohibited discrimination on a number of grounds, including sexual orientation.

Both the Canadian Human Rights Commission and the B.C. Human Rights Commission have recommended discrimination on the grounds of

gender be prohibited, but the Northwest Territories is the first Canadian jurisdiction to do so.

Peltier seeks reduced prison sentence

American Indian Movement activist Leonard Peltier is waiting to hear whether a U.S. federal appeals court will grant a reduction in his prison sentence.

Peltier, who has always claimed his innocence, was convicted for the 1975 killings of two FBI agents on North Dakota's Pine Ridge reservation, for which he was given two consecutive life sentences.

It was never conclusively determined who fired the fatal shots.

Peltier's attorney argued the consecutive life-terms are unjust because important evidence was suppressed during Peltier's 1977 trial, and the sentences should have been imposed concurrently.

Had this been the case, he would have been eligible for parole 10 years ago.

Peltier has already spent 26 years in prison and has been denied parole repeatedly.

In January 2001 President Bill Clinton denied executive clemency before leaving office that month.

Romanow rejects private health care

The commissioner's report is a lesson for Gordon Campbell

The Romanow Report's rejection of for-profit health care delivery is a message that Gordon Campbell's Liberals must not ignore, says HEU.

Health care commissioner Roy Romanow raised questions about the involvement of private for-profit companies in health care delivery in areas like surgery and diagnostic imaging and about so-called public-private partnerships (P3s) for the financing and operation of health facilities.

"Mr. Romanow rejected private health care based on the evidence and on his discussions with ordinary

Canadians who are committed to the equity principles that underly Medicare," says secretary-business manager Chris Allnutt.

"That's in stark contrast to the Campbell Liberals who are privatizing our health care system by stealth and without producing a shred of evidence to show care would be improved as a result."

Romanow's conclusion that P3 hospitals are "no panacea and their use and value need to be carefully considered" should give Victoria reason to step back from plans to privatize the financing and operation of hospital facilities in Abbotsford and Vancouver, says Allnutt.

"The evidence points to P3 hospi-

The evidence points to P3 hospitals as being costly alternatives



Roy Romanow criticizes the practice of workers' compensation boards sending their clients to private surgical centres like this one, effectively "jumping the queue".

tals as being costly alternatives to publicly financed and operated hospitals and a drain on resources better directed to patient care," adds Allnutt. "P3s are an expensive mistake that – thanks to Romanow – our provincial government can avoid."

Romanow says that the *Canada Health Act* (CHA) should be amended to clarify the requirement that all diagnostic services needed to assess a patient's need for health services should come under the conditions of the act, including the prohibitions of

user fees, facility fees and extra-billing.

He criticizes what has become "officially sanctioned queue jumping in the public system" practiced by workers' compensation boards when they send their clients to private surgical clinics for speedy surgery when others have to wait their turn in the public hospitals' operating rooms. He recommends that this practice should be redressed in a modernized CHA.

Allnutt says he's concerned with the report's hands off attitude towards the delivery of other critical hospital functions like cleaning, laundry and food services – areas which Romanow did not study in detail.

The evidence shows that ancillary services like these are an integral part of health care delivery essential to patient health and safety, says Allnutt.

"Victoria is poised to hand over lucrative contracts for critical support services to corporations who will pay low wages and pocket huge profits at the expense of patient care and front-line staff," says Allnutt. "If these decisions were based on evidence – and not ideology – sterile operating room linens, infection-fighting cleaning protocols and nutritious food would take priority over corporate profits."

HEU was among 59 groups and individuals that met with Romanow during his B.C. hearings.

Grassroots activism

Right from the start, Parkholm Lodge residents and their families decided they'd fight to keep the landmark Chilliwack seniors' care facility open. It was slated for closure along with many such facilities across B.C. as part of the Campbell Liberals' restructuring of long-term care.

At first stunned by the April announcement, the Parkholm folk, supported by HEU and other union

members and community activists, quickly turned their anger into action.

Within days, two family members joined the BC Health Coalition, the Seniors Network BC and an audience of furious seniors in a news conference denouncing the government's intentions and launching a "Just say no" campaign for seniors unwilling to be "moved around like baggage."

Days later the Parkholm group undertook the first of what would become regular marches and rallies

in downtown Chilliwack. They rapidly gathered thousands of signatures on a petition against the closure, relentlessly lobbied civic and provincial politicians, garnered extensive local and B.C.-wide media coverage, plastered the facility with "Just say no" posters and made Save Parkholm a cause celebre.

Their efforts have brought the issue of how we treat our seniors to the forefront and kept it there.

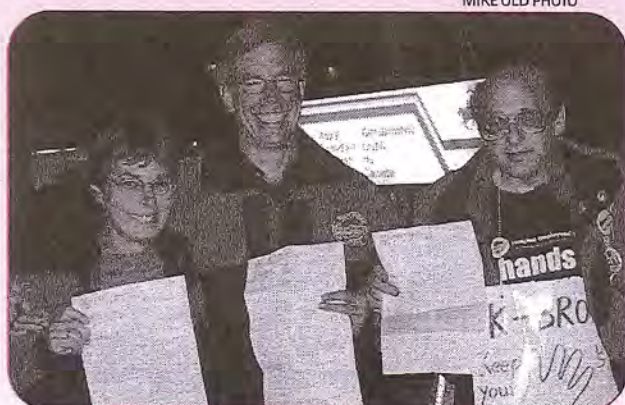
And in doing so, they've demonstrated the true meaning of grassroots activism.

<<2002-2004 provincial executive>>

Delegates at HEU's 23rd Biennial Convention elected a new Provincial Executive to guide the union through the next two years, which look to be difficult and contentious. Here is

the new PE:

Financial secretary Mary LaPlante, secretary-business manager Chris Allnutt and president Fred Muzin, all re-instated to the Provincial Executive in October, were arrested on November 22 after a blockade temporarily stopped K-Bro from trucking the Chilliwack Hospital laundry off to Alberta.



MIKE OLD PHOTO



Colleen Fitzpatrick
1st Vice-President



Tom Knowles
2nd Vice-President



Kelly Knox
Senior Trustee-Elect



John Evans
Trustee



Susan Wilson
Regional VP Kootenays



Georgia Miller
Regional VP Okanagan

Cuts hurt pensioners

Retirees and active members of the Municipal Pension Plan (MPP) were out in force November 2 to show their outrage at the Campbell government's huge off-loading of Pharmacare costs onto the backs of pensioners.

In Vancouver and four other B.C. communities, hundreds of health care and municipal workers and retirees attended the first-ever general meeting of the MPP, taking the opportunity to express their horror at the decision taken by pension plan trustees this fall to increase benefit costs for the plan's retirees.

HEU's representative on the MPP board of trustees voted against the benefit changes that will be implemented if the Campbell government offloads \$400 million in drug coverage costs onto B.C. seniors and families.

The Liberals say they'll implement the cut effective January 1 through a new income-testing scheme that will mean all but the poorest seniors will pay a lot more for drug costs.

Allnutt said that unions fought hard so that the pension plan picks up significant benefit costs for qualifying

retirees, including 75 per cent of dental premiums and the costs of extended health benefits with a limited \$25 deductible.

But under the changes provisionally approved by the Liberals, pensioners will have to pay a \$100 deductible, and cover out of pocket 25 per cent of the premium costs for extended health benefits.

Even seniors living on modest pensions will be forced to pay more.

The fault lies squarely at the feet of the Campbell government, said Allnutt. He pointed out that the pension plan trustees will review their decision if seniors are prepared to fight hard to oppose Pharmacare cuts.

"If their campaign succeeds, the Liberals will be forced to back off their plan," he said.

He urged pensioners to phone the MPP to find out how they will be impacted and to voice their concerns about the benefit plan cuts.

And he also called on all HEU retirees, and the parents and older family members of current union members to get out and support the November 26 seniors' rally in Victoria.

• More details at <www.heu.org>, search for: cuts to pension plan.



MUZIN

PRESIDENT'S DESK

Dickens' Scrooge would be at home in today's B.C.

Gordon Campbell and the B.C. Liberals want us all to have an olde-fashioned Christmas season, just like in the days of Charles Dickens. They've been planning for it all year long.

The \$6/hour minimum wage and draconian labour laws will make us nostalgic about the industrial revolution with its child labour in the mines and factories. Blacklisting and the contracting out of public service jobs will allow us to reminisce about going cap-in-hand to the boss, begging for crumbs. The privatization of BC Hydro and excessive rate increases will undoubtedly motivate a return to candlelight.

We have a variety of options for novel gifts – gone are the days of beanie babies, Nintendo, Harry Potter and X-box. The latest craze includes 'Coell's' notes for the disabled to help them complete their 23-page reassessment forms, gift certificates for a complete set of dentures (uppers or lowers as required) or boxes of straws instead, shredders to dispose of legal collective agreements, passes to the poor house for the homeless, cases of snake oil or Gordo's elixir for seniors who can no longer afford their medication and confinement in asylums for women who think they need transition centres.

There will be no lump of coal in your stocking this year – the government needs it to fire up our revolutionary, polluting power generation plants. Featured in government stores will be a 'fire' sale on pink slips, expanding the 12 days of Christmas to 60.

As ICBC competition is imposed and costs rise, there will be a proliferation of horse drawn carriages and 'gas' light. Your investment in the traditional tree will serve as the only access to B.C. parks you're likely to experience all year.

We need to spend time with our families and friends, reading, educating others and mobilizing to defeat a vision intended to marginalize the majority of British Columbians. We, the people, own this fabulous province and the time is long overdue to rescue it from politicians intent on running it in their own self interest, not ours.

Whether it's fighting for Medicare, defending public education, demanding adequate social services, or putting ourselves on the line for a civil, humane, caring society, we can achieve peace and goodwill only if we once and for all reject the deplorable situation of people who lived in the 19th century and build a better future.

Together, we cannot help but succeed. Our children depend on it. All the best for the holiday season.

There will be no lump of coal in your stocking this year

Closure's not just closed doors

The last issue of the *Guardian* included an article about health care closures in B.C. Some reaction to the article has pointed to the need for a clarification of what exactly is meant by "closure."

A closure means that a community loses vital health care services. It does not necessarily mean that a building shuts its doors forever.

A good illustration is the case of Kaslo's Victorian Hospital. That facility

lost five acute care beds when they were converted to long-term care beds. Although the community actually gained long-term care beds, the fact is that now people will have to travel to Trail for their acute care needs. That's a three-hour drive, one way.

Although Kaslo's emergency ward remains open, if the ambulance is frequently on the road to Trail, people will not be able to rely on it for emergencies in their own community.

There is no doubt that Kaslo has lost health care services although the doors of Victorian Hospital are still open.



Dan Hingley
3rd Vice-President



Laura Neil
4th Vice-President



Casey O'Hern
5th Vice-President



Donisa Bernardo
Senior Trustee



Louise Hutchinson
Member-at-Large #1



Kathy Dunn
Member-at-Large #2



Joanne Foote
Regional VP Fraser Valley



John Barrett
Regional VP North



Bob Peacock
Regional VP Lower Mainland-Centennial



Janna Grant
Regional VP Lower Mainland-Central



Cathy Pinsent
Regional VP Lower Mainland-Coastal



Linda Hargreaves
Regional VP Vancouver Island

Turning on 1

Consumer awareness about Campbell's privatization point men may be the next step in our fight to save Medicare

S

Soon after Gordon Campbell took office, he began to take the first steps toward the privatization of the province's health care system. To carry out the government's health care policies, Campbell formed six provincial health authorities. Then he stacked the boards of these authorities, and it should come as no surprise that to do this he turned to his corporate friends.

by Will Offley

The provincial health authority boards are completely dominated by business types. Take Wynne Powell. Powell is both the chair of the Provincial Health Services Authority and the president of London Drugs.

Last summer HEU obtained documents through the Freedom of Information Act which revealed that

With Powell at the helm, the PHSA planned to cut \$37.5 million from the budgets of the Children's and Women's Hospital and the B.C. Cancer Agency

with Powell at the helm, the PHSA planned to cut \$37.5 million from the budgets of Children's and Women's Hospital and the B.C. Cancer

Agency (including forcing cancer patients to pay user fees) while at the same time spending \$4.3 million on new corporate offices.

The budget-slashing included contracting out 1,300 union health care jobs to the private sector.

A close relationship

That there's a connection between London Drugs and Campbell's Liberal government becomes clear when we examine the role being played by Campbell ally Brandt Louie, the chairman and CEO of London Drugs. He also serves as a director on the boards of Slocan Forest Products and the Royal Bank, which between them and their subsidiaries donated \$123,972 to the B.C. Liberals in 2000 and 2001.

Under his chairmanship of Simon Fraser University's Board of Governors, students saw tuition increases last May ranging from 30 per cent for undergraduate programs to 450 per cent for the graduate program in business administration. This part of the overall Liberal agenda to slash education funding creates a university system that will be inaccessible to all but the children of wealth.

Workers built credit unions It's time to give the CEOs a history lesson

FEW PHRASES GIVE WORKING PEOPLE the warm and fuzzies more quickly than the two words "credit union." And for good reason.

Credit unions were built by working people and their unions, starting in the 1930s in the depths of the Depression. They were built in order to create financial networks that put human needs before profit, and to create a social alternative to the cold fiscal brutality of the banks.

And for a while, they worked pretty well.

Today, however, many credit union CEOs have become pretty well indistinguishable from bankers. In their policies, their economic priorities

and their corporate mindset, many behave like *bankheads*. For example, take Westminster Savings, a small credit union based in the Lower Mainland, with eight branches in New Westminster, Coquitlam, Port Coquitlam, Maple Ridge, Surrey and White Rock.

Barry Forbes is president and CEO of Westminster Savings Credit Union. At the same time he's the chair of the Fraser Health Authority which has aggressively moved to implement Campbell's privatization agenda. Most recently, 43 HEU members in Mission and Chilliwack lost their jobs when the FHA's decision to contract out laundry services

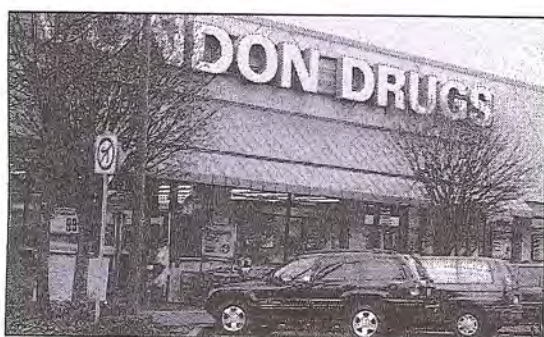
to an Alberta company went into effect. With Forbes at the helm, the FHA has:

- initiated the scheme to build a private P3 hospital in Abbotsford;
- relied on FOI loopholes to hold back from the public details in the Price Waterhouse report which shows a private hospital will not only not save money, it will cost more than a publicly-built and -operated one;
- attempted to close facilities like St. Mary's Hospital and Parkholm Lodge;
- forged a plan for seniors' care that has resulted in separating couples and moving seniors who want to stay put.

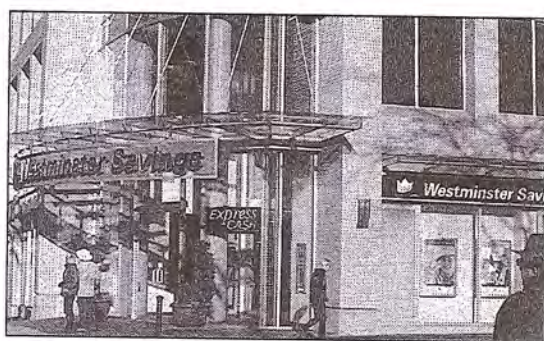
Rules for leafleting and boycotts

1. There must be no violence or threats of violence
2. There must be no interference with anyone's privacy rights
3. All statements must be factually correct, and free of libel
4. All activity must be carried out on public property
5. There must be no effort to impede anyone
6. There must be no effort to prevent anyone from presenting an opposing messages

the heat



CUSTOMERS SHOULD KNOW what top officials of businesses are doing to help Campbell's Liberals implement their cutback agenda.



We've told them what we think

As citizens, we have the right to express our views on public policy issues. British Columbians have told the Campbell Liberals – loud and clear – what we think of their policies that are hurting workers, seniors, young people, women and our communities. There have been plenty of protests and rallies all across the province, but now it's time express our views with our pocketbooks.

Making them pay attention

We are entitled to use our power as consumers to decide where we want to spend our hard-earned cash. For instance, London Drugs is a huge B.C. company that sells a wide range of consumer products to millions of British Columbians. It has outlets in many communities, cities and towns that have been affected by the Liberal cutbacks to public services, including health care and education.

It is fully within our legal rights to stand outside London Drugs and hand out leaflets that inform the public about how Liberal government policies are

hurting health care and education in the province, that mention the part played by PHSA and the SFU Board of Governors in carrying out those policies and that include information about the positions that Powell and Louie hold on those boards.

And if people make a connection and are angry enough about health care and education cuts, they may decide to write Powell (wpowell@london-drugs.com) or Louie (blouie@londondrugs.com) to tell them. It's their right.

Community coalitions are fighting back in every town where there are London Drugs branches. There are seniors, students, patients, union members, health care workers and lots of women. Finding people to turn up the heat would be the least of our worries, but it could be the start of theirs.

In a Guardian exclusive, HEU commissioned this feature from Will Offley as a contribution to the debate within the labour movement and progressive community organizations about how best to combat the reckless agenda of the Campbell government. An ER nurse, Offley is a long-time community activist.

GORDON CAMPBELL'S STATED CRITERIA for selecting those who would sit as the chairs on the province's health authorities was corporate expertise. This is reflected in the six men he picked to head the bodies that are charged with carrying out the Campbell Liberals' agenda of privatizing a large part of our public health care system.

Who are these six men?

Health Authority Chairs

- Provincial Health Services Authority
Wynne Powell,
president and chief operating officer
London Drugs
- Fraser Health Authority
Barry Forbes, president,
Westminster Savings Credit Union
- Interior Health Authority
Alan Dolman, vice-president (retired)
Canadian Imperial Bank of Commerce

- Northern Health Authority
Harry Gairns, president (retired)
Industrial Forestry Service Ltd.
- Vancouver Coastal Health Authority
Keith Purchase, director
Norske Skog Canada
former vice-president, MacMillan Bloedel
- Vancouver Island Health Authority
Jac Kreut, president and CEO
Centra Gas

These health authority boards are stacked with directors who are corporate lawyers, credit union executives, forestry bigwigs, pharmacy owners, real estate agents and mortgage brokers, etc. etc.

They'll see the light

Consumer boycotts work when they hit the corporate bottom line

As a rule, corporations don't have much of a social conscience, but it sure is easy to get their attention when you threaten their bottom line. For exactly this reason, consumer boycotts have often proven to be an effective weapon in fighting for workers' rights and social justice.

Three years ago, members of Office and Professional Employees Union Local 378 seeking a first contract were forced out on strike by their employer, the B.C. Automobile Association. It rapidly turned into an ugly and protracted conflict. During the course of the strike the Labour Relations Board ruled on five different occasions that the employer had violated the Labour Code.

In November 1999, 290 days into what was to become the longest strike in the history of Local 378, the B.C.

Federation of Labour stepped in to organize solidarity. It called on BCAA management to agree to a deadline to complete negotiations, and to submit to binding arbitration if the deadline passed without a collective agreement being reached. BCAA refused.

Faced with this intransigence, the Fed called for an all-out boycott of BCAA. Working through local labour councils, it called on union members, non-unionized working people to cancel their memberships and demand a refund. It printed up tens of thousands of "Boycott BCAA" stickers and distributed them from one end of B.C. to the other.

In the 15 weeks that followed, over 60,000 union members cancelled their memberships or refused to renew them. And BCAA folded.

This boycott succeeded where strike action alone had not. It forced BCAA management to agree to binding arbitration, which resulted in Local 378 members winning a first contract, seniority recognition, union representation rights, sick leave for part-time employees, and a substantial wage increase.

Boycotts have also been a central part in struggles for social justice as well. In 1955 a year-long boycott of the segregated bus system in Montgomery, Alabama by virtually the entire black population of this Southern city led to the historic 1956 decision of the U.S. Supreme Court striking down racial segregation.

The 16-year long boycott of California grapes was instrumental in helping the United Farm Workers win union recognition for their members, mostly migrant workers and one of the most oppressed and super-exploited work forces in the United States.

Consumer boycotts of Chilean wines and South African products were an essential part of the campaigns of international solidarity that contributed to the fall of the brutal regimes in both of these countries.

A boycott is not a symbolic protest. If it's well-thought-out and well-organized, it is a powerful weapon in our hands.



Turning on the heat

Consumer awareness about Campbell's privatization point men may be the next step in our fight to save Medicare

Soon after Gordon Campbell took office, he began to take the first steps toward the privatization of the province's health care system. To carry out the government's health care policies, Campbell formed six provincial health authorities. Then he stacked the boards of these authorities, and it should come as no surprise that to do this he turned to his corporate friends.

by Will Offley

The provincial health authority boards are completely dominated by business types. Take Wynne Powell, who is both the chair of the Provincial Health Services Authority and the president of London Drugs.

Last summer HEU obtained documents through the Freedom of Information Act which revealed that with Powell at the helm, the PHSA planned to cut

With Powell at the helm, the PHSA planned to cut \$37.5 million from the budgets of the Children's and Women's Hospital and the B.C. Cancer Agency

\$37.5 million from the budgets of Children's and Women's Hospital and the B.C. Cancer Agency (including forcing cancer patients to pay user fees) while at the same time spending \$4.3 million on new corporate offices.

The budget-slashing included contracting out 1,300 union health care jobs to the private sector.

A close relationship

That there's a connection between London Drugs and Campbell's Liberal government becomes clear when we examine the role being played by Campbell ally Brandt Louie, the chairman and CEO of London Drugs. He also serves as a director on the boards of Slocan Forest Products and the Royal Bank, which between them and their subsidiaries donated \$123,972 to the B.C. Liberals in 2000 and 2001.

Under his chairmanship of Simon Fraser University's Board of Governors, students saw tuition increases last May ranging from 30 per cent for the undergraduate programs to 450 per cent for the graduate program in business administration. This part of the overall Liberal agenda to slash education funding creates a university system that will be inaccessible to all but the children of wealth.

We've told them what we think

As citizens, we have the right to express our views on public policy issues. British Columbians have told the Campbell Liberals - loud and clear - what we think of their policies that are hurting workers, seniors, young people, women and our communities. There have been plenty of protests and rallies all across the province, but now it's time express our views with our pocketbooks.

Making them pay attention

We are entitled to use our power as consumers to decide where we want to spend our hard-earned cash. For instance, London Drugs is a huge B.C. company that sells a wide range of consumer products to millions of British Columbians. It has outlets in many communities, cities and towns that have been affected by the Liberal cutbacks to public services, including health care and education.

It is fully within our legal rights to stand outside London Drugs and hand out leaflets that inform the public about how Liberal government policies are

hurting health care and education in the province, that mention the part played by PHSA and the SFU Board of Governors in carrying out those policies and that include information about the positions that Powell and Louie hold on those boards.

And if people make a connection and are angry enough about health care and education cuts, they may decide to write Powell (wypowell@london-drugs.com) or Louie (louie@london-drugs.com) to tell them. It's their right.

Community coalitions are fighting back in every town where there are London Drugs branches. There are seniors, students, patients, union members, health care workers and lots of women. Finding people to turn up the heat would be the least of our worries, but it could be the start of theirs.

In a Guardian exclusive, HEU commissioned this feature from Will Offley as a contribution to the debate within the labour movement and progressive community organizations about how best to combat the reckless agenda of the Campbell government. An ER nurse, Offley is a long-time community activist.



CUSTOMERS SHOULD KNOW what top officials of businesses are doing to help Campbell's Liberals implement their cutback agenda.



They'll see the light

Consumer boycotts work when they hit the corporate bottom line

As a rule, corporations don't have much of a social conscience, but it sure is easy to get their attention when you threaten their bottom line. For exactly this reason, consumer boycotts have often proven to be an effective weapon in fighting for workers' rights and social justice.

Three years ago, members of Office and Professional Employees Union Local 378 seeking a first contract were forced out on strike by their employer, the B.C. Automobile Association. It rapidly turned into an ugly and protracted conflict. During the course of the

strike the Labour Relations

Board ruled on five different

occasions that the employer

had violated the Labour

Code.

In November 1989, 290

days into what was to become

the longest strike in the history

of Local 378, the B.C.

Federation of Labour stepped

in to organize solidarity. It called

on BCAA management to agree to a deadline

to complete negotiations, and to

submit to binding arbitration if the deadline

passed without a collective agreement being

reached. BCAA refused.

Faced with this intransigence, the Fed called

for an all-out boycott of BCAA. Working

through local labour councils, it called on union

members, non-unionized working people to

cancel their memberships and demand a

refund. It printed up tens of thousands of

"Boycott BCAA" stickers and distributed them

from one end of B.C. to the other.

In the 15 weeks that followed, over 60,000

union members cancelled their memberships or

refused to renew them. And BCAA folded.

This boycott succeeded where strike action

alone had not. It forced BCAA management to

agree to binding arbitration, which resulted in

Local 378 members winning a first contract,

seniority recognition, union representation

rights, sick leave for part-time employees, and

a substantial wage increase.

Boycotts have also been a central part in

struggles for social justice as well. In 1955 a

year-long boycott of the segregated bus system

in Montgomery, Alabama by virtually the entire

black population of this Southern city led to the

historic 1956 decision of the U.S. Supreme

Court striking down racial segregation.

The 16-year long boycott of California grapes

was instrumental in helping the United Farm

Workers win union recognition for their mem-

bers, mostly migrant workers and one of the

most oppressed and super-exploited work

forces in the United States.

Consumer boycotts of Chilean wines and

South African products were an essential part

of the campaigns of international solidarity that

contributed to the fall of the brutal regimes in

both of these countries.

A boycott is not a symbolic protest. It's a

well-thought-out and well-organized, it is a

powerful weapon in our hands.

Workers built credit unions

It's time to give the CEOs a history lesson

FEW PHRASES GIVE WORKING PEOPLE the warm and fuzzies more quickly than the two words "credit union."

And for good reason.

Credit unions were built by working people and their unions, starting in the 1930s in the depths of the Depression. They were built in order

to create financial networks that put human needs before profit, and to create a social alternative to the cold fiscal brutality of the banks.

And for a while, they worked pretty well.

Today, however, many credit union CEOs have become pretty well indistinguishable from bankers. In their policies, their economic priorities

and their corporate mindset, many behave like *bankheads*. For example, take Westminster Savings, a small credit union based in the Lower Mainland, with eight branches in

New Westminster, Coquitlam, Port Coquitlam, Maple Ridge, Surrey and White Rock.

Barry Forbes is president and CEO of Westminster Savings Credit Union. At the same time he's the chair of the Fraser Health Authority

which has aggressively moved to implement Campbell's privatization

agenda. Most recently, 43 HEU

members in Mission and Chilliwack

lost their jobs when the FHAs deci-

sion to contract out laundry services

want to stay put.

Rules for leafletting and boycotts

1. There must be no violence or threats of violence
2. There must be no interference with anyone's privacy rights
3. All statements must be factually correct, and free of libel
4. All activity must be carried out on public property
5. There must be no effort to impede anyone
6. There must be no effort to prevent anyone from presenting an opposing message

Who are these six men?

Health Authority Chairs

- Provincial Health Services Authority
Wynne Powell,
president and chief operating officer
London Drugs
- Fraser Health Authority
Barry Forbes, president,
Westminster Savings Credit Union
- Interior Health Authority
Alan Dolman, vice-president (retired)
Canadian Imperial Bank of Commerce
- Northern Health Authority
Harry Gairns, president (retired)
Industrial Forestry Service Ltd.
- Vancouver Coastal Health Authority
Keith Purchase, director
Norske Slog Canada
former vice-president, MacMillan Bloedel
- Vancouver Island Health Authority
Jac Kreut, president and CEO
Centra Gas

These health authority boards are stacked with directors who are corporate lawyers, credit union executives, forestry bigwigs, pharmacy owners, real estate agents and mortgage brokers, etc. etc.

GORDON CAMPBELL'S STATED CRITERIA for selecting those who would sit as the chairs on the province's health authorities was corporate expertise. This is reflected in the six men he picked to head the bodies that are charged with carrying out the Campbell Liberals' agenda of privatizing a large part of our public health care system.

Halifax residents reject privatization

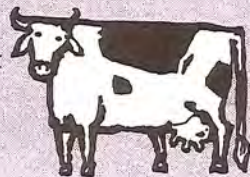
Halifax residents attending a November town hall forum rejected the privatization of health care, education and other public services, vowing to defend the public services they count on.

The forum highlighted CUPE's 2002 *Report on Privatization, Cross-Country Sell-Off*, which documents the threat privatization and international trade deals pose to local democracy and community control of public services.

For an on-line version go to www.cupe.ca/arp2002.

"Nova Scotians know all too well the problems with P3s and privatization," said CUPE national president Judy Darcy.

"Just look at P3 schools. They milked the taxpayers and served corporate needs – not students and communities."



Join a union

A *New York Times* columnist recently encouraged workers to join a union.

Referring to an AFL-CIO poll that showed 58 per cent of workers aged 18-35 would join a union, and referencing the impact of failed dot.com business on New Economy workers, writer Abby Ellin said that in addition to health insurance and protection against unfair treatment, "a union provides job security, which isn't a bad idea in this economy."

South Korean health workers jailed Government employees also incarcerated

The International Confederation of Free Trade Unions (ICFTU) lodged a formal complaint against South Korea at the International Labour Organization (ILO) following the arrest of scores of striking hospital workers.

Riot police stormed three hospitals owned by the Catholic Church of Korea on September 11 and arrested 3,000 striking workers who were taking part in sit-ins as part of an ongoing salary and working conditions dispute between hospital workers – led by the Korean Health and Medical Workers' Union – and their employers. The September sit-ins followed more than six months of employer intransigence facilitated by the denial of fundamental trade union rights under South Korean labour law.

Following the police raid, the management of the Catholic hospitals in question again refused all proposals by the union to meet to resume negotiations to end the dispute. It continued with disciplinary proceedings, dismissal of the strikers, and the hiring of scabs.

In total, 573 union members were referred to disciplinary proceedings and dismissal notices were issued to 20 key union leaders. To top it all off, police summonses were issued against a total of 93 unionists.



South Korean government employees staged a two-day strike in early November against attempts by the government to outlaw their union.

ICFTU general secretary Juan Somavia wrote to the ILO director general, condemning the government of South Korea for its violations of "fundamental trade union rights in both legislation and practice, particularly through its continued imprisonment of trade union leaders."

The September 11 arrests were hardly the first of their kind. Recent figures indicated 49 trade unionists were languishing in Korean jails. The ICFTU issued a call for all trade unionists to be released by the Korean authorities in line with ILO guidelines.

Meanwhile, on November 4, South Korea's government employees staged their first nationwide protest over their government's labour policies. More than 30,000 of them took their annual leave and walked off the job, demanding that the government scrap a proposed bill to prohibit civil servants from forming a full trade union.

Police incarcerated members of the Korean Government Employees' Union who participated in the two-day protest. In total there were 634 civil servants detained.

FROM: ICFTU ONLINE, THE KOREAN HERALD

>>notebook>>



**This leadership
role appears to
have been
abandoned with
Premier Campbell's
announcement**

Housing cuts anything but supportive

In October 2001, the B.C. government announced a halt to the development of 1,700 units of previously-approved non-profit and co-operative housing. From 1994 until this freeze, the province had built 4,000 units for low- and moderate-income families, seniors, people with disabilities and individuals at risk of homelessness, making B.C. a Canadian leader in the provision of safe, affordable housing.

This leadership role appears to have been abandoned with Premier Campbell's announcement that only 697 of the 1,700 units will go ahead. Most projects will focus on the frail elderly. The remaining units, including the Woodward's Co-op in Canada's poorest neighbourhood, are cancelled.

The B.C. Liberals promised 5,000 intermediate and long-term care beds during the last election, but the province's new priority is supportive housing, which delivers support services to people in a residential setting. The government proposes to create 3,500 units, using public-private partner-

ships and federal affordable housing funds. Access will be determined by health needs, and residents will not be covered by the Residential Tenancy Act or any other form of consumer protection.

Everyone agrees there is a need for safe and affordable housing for frail seniors as well as more intermediate and long-term care facilities. But this is a major policy shift that funnels housing dollars into health care and will leave thousands of families, singles and seniors out in the cold.

The housing agreement recently signed by B.C. and the federal government clearly acknowledged the needs of low- and moderate-income households. The Tenants' Rights Action Coalition and other community groups fear this shift in housing delivery, coupled with program cuts and reduced income assistance shelter rates, will make homelessness a reality for many British Columbians.

VANESSA GEARY • COORDINATOR,
TENANTS' RIGHTS ACTION COALITION

SEIU's U.S. home care ranks swell

This summer, 26,000 Washington State home care workers proved their commitment to the quality of care by voting 84 per cent to unite with the Service Employees International Union, Local 6.

The results of the state's largest union election – and the largest in the nation this year – come at a time when patient advocates and senior citizens are calling for better in-home care for America's growing sick and elderly population.

"Services for seniors and people with disabilities are constantly threatened with budget cuts," said Doris Cole, a Spokane home care worker. "Now that we're united, the tens of thousands of caregivers in Washington will have a stronger voice to fight to improve the quality of care for the elderly and disabled."

Home care workers help seniors and people with disabilities live with dignity and respect in their own homes. But at wages of \$7.68 (US) an hour with no medical benefits, holidays or sick leave, these caregivers are hardly treated with dignity and respect themselves.

Washington's caregivers are the latest to join a growing trend among home care workers to gain a voice to improve the quality of care they provide. Since February 1999, 145,000 home care workers have united with SEIU to win better wages and health care benefits, thereby reducing turnover and strengthening in-home services.

In June 2002, 10,000 home care workers from California's Fresno County and 3,400 from San Joaquin County united with SEIU Local 250, while roughly 10,000 caregivers from San Bernadino joined SEIU Local 434B.

FROM SEIU

Salvadorans savour victory

When the ruling party of El Salvador said they planned to privatize the nation's health care system, tens of thousands of health care workers declared a strike. The people of El Salvador joined the health care workers in their fight to save public health care by pouring out into the streets in the hundreds of thousands and blockading highways, bridges and even borders.

With the strike almost into its third month, opposition parties united to pass a decree outlawing the privatization of health care. President Francisco Flores of the ARENA party – infamous for death squads during El Salvador's bloody civil war in the 1980s – had no choice constitutionally but to sign the new bill into law.

The bill establishes the state's obligation to provide accessible quality

health care to every Salvadorean near their home, regardless of their ability to pay. It makes privatization, concession, subcontracting, sell off of services or facilities or the transfer of any health care support service to private companies illegal. All current concessions are to be cancelled by year's end.

Ricardo Monge, secretary-general of the national health care workers' union, told the cheering crowd of thousands – doctors, nurses, health care workers and supporters, "I want to thank each and every one of you for this historic victory. We have proven today the truth of our most important rallying cry – 'the people united will never be defeated.'"

According to Monge, the new legislation provides a foundation on which to begin to reform the health care system in the Central American country, so lost in a hopeless and violent civil war just a few short years ago.

While the jubilant crowd flooded out into the streets, strike leaders

reminded them that the struggle is not over. The government could use procedural delays, so the strike was to continue until the law is written into the government record. Negotiations to return to work will include demands to rehire strikers who were fired during the massive job action, payment of withheld salaries and a guarantee of no reprisals.

Flores is down, but not out. He's got other privatization plans up his sleeve. Like Gordon Campbell in B.C., Flores has plans to privatize the publicly-held electricity system. And the Central American Free Trade Agreement, if signed, could undo all the work done to protect their health care system, says Monge, superseding national law and mandating the sell-off of public services like health care to multinational corporations.

The battle-stepped people of El Salvador are examples for all of us who are also fighting against the followers-at-any-cost of the neo-liberal agenda like Campbell's. They hunker down, win their fight, and then get ready for the next one.

Strike leaders reminded them that the struggle is not over



The holiday season shopping frenzy is a critical time for most retailers. Fifty per cent of their annual sales ring up between late November and December. It's a good time to make your concerns about sweatshop and child labour known at the stores when you shop.

Many of the real 'elves in Santa's

Inside Santa's workshop

workshop' work long hours in small, crowded factories in developing countries for low wages and no health and safety protections. They produce toys, holiday decorations, clothes, computer games and much, much more.

Take this opportunity to talk to retailers about unfair wages, working conditions and trade, encouraging them to make "fair trade" decisions. And we can use our economic power to support stores that do

follow fair labour and trade practices.

To learn more about sweatshops, child labour, fair trade and union-made products, check out these websites: the Canadian Labour Congress (www.clc-ctc.ca), then search for Toys Made in Justice or Break the Sweat; Pennsylvania AFL-CIO for ideas on children's toys – (www.paaflicio.org/toysfor.htm); and Do Buy at (www.unionlabel.org).

See page 15 of this *Guardian* for more websites.

>>voices>>



Will the new workers have enough experience and training?

Daughter fears layoffs of Arranglen staff

Just over a year ago, when my parents first moved to Arranglen Gardens, we were told that while the building was older the staff were excellent, an important factor when caring for seniors. Most of the staff had been there many years, and they all worked together like a family – serving home-style meals with fresh-baked goods from the central kitchen, doing laundry onsite and housekeeping done thoroughly by staff experienced in dealing with seniors.

All this was true, and we've been very pleased with my parents' care. Trouble, however, is looming.

On October 18, all the kitchen, laundry and housekeeping staff were notified that they will be replaced by contract workers. I am sure they will be kind-hearted souls, but will the new workers have enough experience or training to meet special dietary needs, or the time to feed those who need help? Will they recognize a problem and alert the nurses? Will they ever be able to rebuild a sense of "family"

among the staff and residents? And how long will they stay in a demanding job at low pay with no benefits?

The employees being let go are all members of the Hospital Employees' Union. Yes, they receive good wages, work under a good contract and receive good benefits.

This layoff at Arranglen is leading down a very slippery slope.

One of the goals of a union is to secure safe working conditions, job security and fair wages and benefits, so that employees can provide for their families and take part in the economy. None of this is "bad" – they set a standard beneficial to all workers.

The layoffs at Arranglen are a very serious threat to the well-being of the seniors living there – but it is not only those seniors who are threatened: it is all of us. And all of us need to give serious thought as to where these dramatic changes are taking us.

BARB BRETT • A RETIRED TEACHER IN QUALICUM BEACH

New contract for Gitksan members

HEU members of the Gitksan local have reached a tentative agreement with the Gitksan Health Society, that when ratified could be the most culturally sensitive contract in Canada.

Building on their first contract in 2001, which broke new ground in its recognition of Gitksan cultural traditions, this five-year agreement provides for improved wages, benefits and working conditions.

The agreement also brings improvements in special leave to five days for cultural responsibilities and in the event of a family death – two days compassionate leave for members of the Father Clan

to perform duties as directed by the Mother Clan.

Language retained from the first contract incorporates elements of Ayoo'kum Gitksan (Gitksan hereditary law) by acknowledging respect for elders, the sharing of the feast and including wilp (clan membership) among prohibited grounds for discrimination.

The more than 40 HEU members covered by the contract are community health workers, addiction and mental health counselors, aboriginal justice workers and clerical and maintenance staff.

Powell River rallies to save Olive Devaud

On November 7, the coastal community of Powell River



rallied to protest the planned shutdown of the Olive Devaud Residence. Health care providers who work there are still not sure when the health authority plans to close the 81-bed facility, but 13 beds that have become vacant since the government's health restructuring announcement in late April have not been filled.

Powell River is just one more B.C. community that is working to save a facility in

their town or city that's been caring for their disabled and elderly citizens – their parents and grandparents – for decades. Olive Devaud has been part of the Powell River community for over 30 years.

According to a poll released in early November by HEU, 83 per cent of British Columbians believe the B.C. Liberal government should put its plans to close long-term care facilities on hold until the impact of this policy on the health of affected seniors is fully studied.

Regional postings survive Bill 29

Regional posting rights – one of the main achievements to come out of the 2001 round of health services and support-facilities subsector bargaining – has survived Bill 29 according to a ruling handed down by the Labour Relations Board October 29.

"This is a significant victory for our members and their sisters and brothers in other facilities sub-sector and paramedical unions," said HEU secretary-business manager Chris Allnutt. "The LRB ruling upholds the unions' position – health care workers are entitled to regional postings."

The ruling means Article 16.03 (6) remains in full force and effect.

BALANCING IT ALL

DALE FULLER

Twenty-six years ago CECILIA TAGLE came to Canada as a political refugee, and now she works to help others gain a safe refuge in her adopted country.

SHE'S RETURNING THE FAVOUR

RECENTLY CECILIA TAGLE went to Cuba for the first time. The experience was an emotional one for Tagle who came to Canada in 1976 as a political refugee from Chile. "I saw in the Cuba of today some of what we were trying to do in Chile during the presidency of Salvador Allende," she says. "I saw a people who are poor and have to make do with a lot less than we are used to here in Canada, but they are healthy and extremely well-educated."

Tagle was in Cuba to attend a conference on justice and the law – one of about 400 participants from around the world. What she learned there will help her in her work with the Mennonite Central Committee's refugee assistance program where she's worked for eight years as a settlement counselor. That means she helps people who leave their countries and come to Canada in search of protection and safety.

And, of course, she knows just what it's like – she went through it herself when she arrived in Toronto 26 years ago with her husband and baby daughter.

"It's a complicated process now. And things are changing rapidly, especially in respect to the U.S.," she says. International regulations are in a state of flux, and it's not good news for people who are fleeing persecution. Even now, once a person is accepted as a refugee claimant, their situation is far from clear, and people like Tagle and the agencies they work for are there to help them untangle a web of daunting rules and regulations.

"First of all they cannot work until their situation as a refugee is formalized," she says. "So we help them to apply for income assistance."

The treatment they receive at the welfare office depends on the individual they encounter. "Sometimes they find compassionate, caring people and other times there is zero understanding that refugee claimants are likely to be in a state of shock."

Refugee claimants are likely to be in a state of shock

That's when her role as an advocate for claimants kicks in. "I have to inform some bureaucrats that Canada has an international obligation to take in refugees and provide them with at least the minimum living requirements."

Sometimes refugees are victims of discrimination, and Tagle's job has not been made any easier by the provincial government's gutting of the Human Rights Commission. "The commission was one voice for marginalized people, and now it's gone."

Dealing with governments taking swipes at supportive agencies and regulations plus the emotional toll of the job are issues tackled at twice-a-year meetings held by the Canadian Council for Refugees. Tagle says this networking is not only invaluable, it is essential. "There are psychologists, lawyers, doctors, settlement workers like me, government officials. It's where I get the perspective I need to be able to help the people that come to my office everyday," she says.

When Tagle made her first trip back to Chile in 1978, she visited the *Vicaría de la Solidaridad*, a Catholic organization that was helping the families of the disappeared. There, in a workshop, women appliquéd their stories onto the tapestries they called *arpilleras*.

"It was a way for them to earn some money to live on, and it was also a way to let the outside world know what was going on inside Chile," says Tagle.

Getting the tapestries out was the trick, and many people over the years smuggled these precious bundles out of the country.

Tagle was one of the first to bring them into Canada – if not the first. The exposition she organized on her return was a revelation to many Canadians, and the money she sent back to the artists helped them in their struggle to earn a living.

She moved to Vancouver in 1981 and became immersed in doing solidarity work. Her ties to Canada's Chilean community are strong – she's lived in the Chilean Co-operative in East Vancouver since the year after it opened.

But she has no plans to move back to Chile, saying she's spent more than half her life in Canada, and this is where she belongs now.

However, she says, she is very grateful for having been a young woman in Chile during the time of Allende's presidency. "I was given so many opportunities. They made it possible for me to go to university, to have a place to leave my baby daughter where she was safe and well-cared for during the day. It was like a dream for me."

"That's why it made me so happy to see that happening again in Cuba."

DALE FULLER PHOTO



The *Vicaría de la Solidaridad* gave Cecilia Tagle this *arpillera* after she brought perhaps the first of the tapestries into Canada – giving Canadians a glimpse of life under the Chilean dictatorship.

The Health Employers Association of B.C. had argued that regional postings flowed from the 1996 Employment Security and Labour Force Adjustment Agreement (ESLA) and were therefore wiped out by Bill 29 when the Liberals rammed the act through the provincial legislature in the wee, small hours of the night January 28. "The bosses lost. They wanted to expand the contract clauses cut out by Bill 29 and they failed," says Allnutt.

Signs of the times

This stop sign was sighted across the street from the Penticton Lakeside Resort when the B.C. Liberals were holding their convention this fall. Meanwhile one activist



MIKE OLD PHOTO



paints a message to Gordon Campbell before joining hundreds who traveled to Penticton from B.C.'s rural areas to protest the cutbacks hurting their communities.

Mid-island rally held to inform public

Union members from Arranglen Lodge in Qualicum Beach and Malaspina Gardens in Nanaimo held a joint rally on November 22.

The two-pronged protest – in the morning at Malaspina Gardens and then moving to Arranglen Lodge in the afternoon – was to inform the public in the two communities about the imminent lay-off of housekeeping, kitchen and laundry staff at the two facilities, both owned by



HEU members on their way to Arranglen Lodge in the afternoon part of the November 22 rally.

Vancouver-based CPAC (Care) Holdings.

The caregivers say that low wages and high workforce turnover, characteristic of contracted out services, will mean quality of care for the residents at the facilities will take a nose dive.

And that is why they wanted to tell the public what is happening to seniors in these communities so often touted

as a retirees' paradise.

Malaspina Mid Island local member Lydia Kucharuk was shocked at the callous reply given when she talked to the bosses about the effects the layoffs will have on the residents of the facilities. "They told me, 'They'll get over it and you'll get over it, too'," she says.

continued on page 14

>>factfile

Small business owners in Japan's Nagano Prefecture are approaching affiliate unions of the country's National Confederation of Unions, asking advice about how to get their employees to unionize. Reliant on precision instrument companies for business, these small producers have suffered as large corporations such as Seikosha and Olympus move their small-scale production contracts overseas. They want unions in their shops to pressure manufacturers to keep their business in Japan.

You can fix anything with only two tools – WD-40 and duct tape. If something is supposed to move but doesn't, use WD-40. If it isn't supposed to move but does, use duct tape. And if you don't know what WD-40 is visit their website at www.WD-40.com.

From The Forward Look/CEP 592



Although it has a relatively small population and economic base compared with powerhouse economies such as California, New

York and Michigan, Ontario continues to out-pollute them as one of the worst polluting jurisdictions in North America, ranking third behind Texas and Ohio. The commission compiled its rankings by measuring the pollutants released into the air, soil and water. Almost one third of all such emissions were found in the form of primary metals such as lead, nickel and chromium.

From the CCPA Monitor

AFTER THE SHIFT

PATTY GIBSON

An automobile accident could have signaled the end of horseback riding for JAMIE KITCHEN, but there was no way she was going to accept that.

HORSE SENSE

THE WORD "IMPOSSIBLE" isn't part of Jamie Kitchen's vocabulary. In fact, when her daughter Jessica learned her mother was going to be interviewed for this article, she said, "When I look back over your life, what I see is how much you've struggled to get where you are."

And Jessica should know. She watched her mom slowly and painfully recover from a car accident that had left her unable to walk, and maybe even more importantly for Kitchen, unable to ride.

A horse enthusiast from the age of 12, it wasn't until 1991, after she'd married her husband Russ and moved to Dawson Creek, that she found Ali Baba – an Arabian horse that she wanted to ride in competition. Nine months after the purchase, however, Jamie's world turned upside down.

While driving to the Pouce Coupe Care Home where she's worked as a care aide for almost 15 years, Kitchen skidded into a patch of black ice and slammed into an oncoming car. Thrown from her vehicle on impact, she woke up in a snow bank with a broken hip and pelvis, several internal injuries and severely shattered bones.

After her second surgery she was told there was a strong probability that she'd never be able to work or ride again. Determined to prove them wrong, Kitchen fought to get the level of physiotherapy she believed she needed – no less than four days a week.

"I remember how I'd come home from physio in tears," she said. "It was so painful. And when I couldn't move my leg, no matter how hard I tried, I'd be so afraid that I'd never get better." Nonetheless, over the



Jamie Kitchen not only was able to get back on a horse after her injuries in a car accident, she took second place in a 25-mile cross-country race.

next two years, she gradually moved from her wheelchair, to crutches and finally to a cane.

In 1994 Kitchen returned to work, started riding again, and entered her first riding competition – a 25-mile cross-country race. She was quick to explain that in this type of competition it's not just a matter of who crosses the finish line first. "Once you've crossed that line, the vet checks out your horse. And you're judged on the shape your horse is in at the end of the race."

An exuberant Kitchen took second place. A fitting reward for someone who had learned firsthand that reaching a goal requires something more important than sheer speed.

Although Kitchen continues to ride and is just as much a horse enthusiast as she ever was, she's given up competitive riding, at least for now. "I don't feel like I have to," she says. "I've already proved I can do it and that was the most important thing."

continued from page 13

Two winners this year

At every HEU biennial convention, an honourary gavel is awarded to a local that exemplifies the union's principles and commitment to social and economic justice.

This year the award went to members from two locals: Beacon Hill (Capilano Care Centre) on Vancouver's North Shore, and Moberley Manor in Revelstoke for their heroic and successful efforts to fight the Campbell government's coldhearted seniors care policies by preventing health authorities from closing their facilities.

One employer for Providence members

Hospital Employees' Union (CUPE) members working in all Providence Health Care facilities in Vancouver are now under one certification with one employer due to a significant ruling that was brought down in October by the Labour Relations Board.

"This is a major victory for Providence members who were excluded from an earlier LRB decision that expanded the seniority rights of their sisters and brothers who are direct employees of health authorities," says secretary-business manager Chris Allnutt.

"Now our members in every PHC facility in

Vancouver have expanded options."

All the former separate certifications under Providence Health Care will be dovetailed into a single seniority list under one certification. The expanded seniority rights apply to all provisions of the collective agreement including posting and bumping.

HEU and Providence are currently discussing implementation of the decision.

The ruling affects more than 2,500 HEU members working at St. Paul's Hospital, Mount St. Joseph's, Holy Family, St. Vincent's (including Langara, Arbutus and Brock Fahri) and Youville Residence.

DALE FULLER PHOTO



More than 10,000 came out in the wind and rain on November 17 – the day after the civic elections – to add their voices to the hundreds of thousands around the world who oppose war with Iraq. The message to Prime Minister Jean Chretien is clear – Canadians do not want to send their young people to kill and harm the Iraqi people.

DECEMBER

JANUARY

FEBRUARY

DECEMBER 6

Day of Remembrance and Action on Violence Against Women

DECEMBER 10

United Nations International Day of Human Rights
International Day for Indigenous People

DECEMBER 25

Christmas
HEU offices closed

DECEMBER 26

Boxing Day
HEU offices closed

JANUARY 1

New Year's Day
Global Day for Peace
HEU offices closed

JANUARY 19 – FEBRUARY 14

CLC Harrison Winter School

FEBRUARY 1

Chinese New Year

Art show creates awareness

When students at the Emily Carr Institute of Art and Design called a meeting to talk about how to publicize the November 17 anti-war march, they had no idea that with little more than six weeks to organize, they would be able to successfully mount a week-long multimedia art exhibition that would feed into the national protest.

"With so many issues happening in B.C., I thought we wouldn't be able to focus on organizing for the march," says student union executive member Sarah White, who is also a member of the Students Against War Coalition. "But when we put out the call for submissions, inviting everyone to participate, there was a huge response to the idea."

To make it easier for people to contribute within such a tight timeline, organizers decided to make it "an evolving show" with new contributions being welcomed throughout the week.

In the end, *So Much Talk of War: Prelude to a Sunday Stroll* did what it set out to do. Besides generating "a great sense of collective spirit" among the artists and organizers, White says it also brought a lot of people into the peace march who may otherwise not have gone, and it raised awareness throughout the campus community about the war against Iraq, mass communications, global trade agreements and citizen responsibility.

"We wanted to connect the dots between those issues and do it in a way that tapped into the resources and skills we are developing as students at an art school," she said.

White says one of the greatest barriers to people becoming involved in anti-war and anti-globalization efforts is lack of knowledge. "Because of the media, our understanding of what's happening with this war, and the reasons behind it, is very limited. People feel like they can't do anything about what's happening in the world because they don't know enough about it."

This point was underlined by one of the exhibit's collective pieces featuring a media center with videos and alternative literature about people's movements, resistance, the effects of free trade on workers in North America and developing countries and other global issues.

For White, however, one of the exhibit's most moving theatrical highlights occurred at the opening where two students, dressed in white, were tied up together at the entrance to the gallery. Just inside the gallery a toy soldier stood on a wooden

box, pointing a gun at the performers who silently stood, without moving, throughout the entire course of the four-hour opening event.

VISUAL ART

So Much Talk of War: Prelude to a Sunday Stroll

Emily Carr students against the war coalition

by Patty Gibson

tant analogy to North American perceptions of what is going on in Iraq. We're so removed it's easy to forget about the suffering that's happening to the Iraqi people."

White believes the exhibit gave artists an excellent way to use their skills to contribute to a larger social movement. Given the positive response, she anticipates students will continue to use cultural expression to facilitate protest against such other pressing issues as the privatization of health care and social services, cutbacks in education and the deregulation of tuition fees.



Dr. Saren Azer, who worked on the Iraq border during the Gulf War, speaks about Iraq's current humanitarian crisis at the exhibit's opening event.

HEU PEOPLE

Another sunny smile retires

The staff and residents of Rocky Mountain Lodge in Cranbrook will miss **Viole Boyko's** sunny smile. She plans to spend a lot of time with her grandchildren, garden and travel to faraway places. She will play a little golf, treat her dog to more walks and volunteer as a reader at the local school. She's been working at the lodge since 1982 as cook, dietary aide and housekeeper, retiring as a cook. Boyko served as conductor or trustee for most of the 1990s into the 2000s. Her HEU sisters and brothers wish her a healthy and happy retirement.

Truly missed

"We lost a wonderful, amazing friend on March 27, 2002," wrote HEU Royal Inland Hospital member Barb

Morrill of her co-worker, LPN **Karen Brown**, who died of cancer at the age of 50.

In a tribute to Brown, Morrill said, "She was a beautiful person and a wonderful friend, co-worker and nurse. She always had a smile and lots of encouragement for everyone."

Brown was a dedicated LPN, active and involved in the Licensed Practical Nurses' Association of B.C. A strong supporter of women's issues and a knowledgeable participant in OH&S, return-to-work and job action scheduling committees, she was a constant at local union meetings and a delegate to HEU's 1998 convention.

"Although she was already ill," Morrill wrote, "she never complained about her illness and spent the entire week attending all events. She faced her diagnosis and pain with amazing courage. She touched so many hearts both

at work and in her personal life and is truly missed."

Activist passes away

Many long-time HEU activists will recognize the name of **Tupou Moimoi**, even though it's been many years since she was well enough to be an involved member of her union or to work. They will be sad to learn she passed away November 12, after an extended illness. Before ill health forced her to stop working, Moimoi worked as a nurses aide at Kensington Private Hospital for 26 years. She was active in her local and as chairperson. She was an HEU convention delegate many times and was always in the forefront fighting for justice as long as she was able. Moimoi hailed from the South Pacific Island of Tonga. HEU sends its condolences to her loved ones and friends.



Union made gifts from the World Wide Web

Below is a list of union-made gift suggestions to order from the web courtesy of our sisters and brothers at U.S.-based <nosweatapparel.com>. For those of you who decide to avoid the malls this season, perhaps this is a workable alternative.*

* Looking for a little inspiration for the year to come?

You'll find 12 months of it in the Bread and Roses 2003 Social Justice calendar: great quotes, from the Prophet Amos to the novelist Toni Morrison, and some great contemporary artists to interpret them. Profits from the calendar go directly into arts programming for working people.

* Hot new No Sweat line of 100 per cent union made casual apparel.

And L.A.'s first union-cut and sew shop, SweatX, opened this year. They primarily sell wholesale but have a few retail items available on line. To go there click on <www.sweatx.net/>.

EQUITY PHONE LINE

1.800.663.5813, ext. 7192
Lower Mainland 604.456.7192

PRESS 1

Ethnic Diversity

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

PRESS 2



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

PRESS 3

Lesbians and Gays

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

PRESS 4

People with disAbilities

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



ALL CALLS ARE CONFIDENTIAL

Talk to us Toll-Free!

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

PROVINCIAL OFFICES

- Vancouver Site
1-800-663-5813
- Abbotsford Site
1-800-404-2020

REGIONAL OFFICES

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

- Okanagan Office
Kelowna
1-800-219-9699

Vancouver Island Offices

- Victoria Site
1-800-742-8001
- Nanaimo Site
1-800-347-0290
- Comox Site
1-800-624-9940

- Kootenay Office
Nelson
1-800-437-9877

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

EDITOR

Stephen Howard

MANAGING EDITOR

Dale Fuller

ASSOCIATE EDITOR

Mike Old

DESKTOP PRODUCTION

Carol Bjarnason

DESIGN CONSULTATION

Kris Klaasen,

Working Design

PRODUCTION & PRINTING

Broadway Printers

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

Fred Muzin, Chris Allnutt, Mary LaPlante, Colleen Fitzpatrick, Tom Knowles, Dan Hingley, Donisa Bernardo

PROVINCIAL EXECUTIVE

Fred Muzin
President
Chris Allnutt
Secretary-Business Manager

Mary LaPlante
Financial Secretary
Colleen Fitzpatrick
1st Vice-President

Tom Knowles
2nd Vice-President

Dan Hingley
3rd Vice-President

Laura Neil
4th Vice-President

Casey O'Hern
5th Vice-President

Donisa Bernardo
Senior Trustee

Kelly Knox
Senior Trustee Elect

John Evans
Trustee

Louise Hutchinson
Member-at-Large 1

Kathy Dunn
Member-at-Large 2

Joanne Foote
Regional Vice-President

Fraser Valley

Susan Wilson

Regional Vice-President

Kootenays

Cathy Pinsent

Regional Vice-President
Lower Mainland - Coastal

Bob Peacock

Regional Vice-President
Lower Mainland - Centennial

Jaana Grant

Regional Vice-President
Lower Mainland - Central

John Barrett

Regional Vice-President
North

Georgia Miller

Regional Vice-President
Okanagan

Linda Hargreaves

Regional Vice-President
Vancouver Island

Ronnie Nicolasa

First Alternate
Provincial Executive

UNION OFFICES

Provincial offices

Burnaby Site
5000 North Fraser Way
Burnaby V5J 5M3
(604) 438-5000
E-MAIL dfuller@heu.org
INTERNET www.heu.org

Regional offices

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

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

Nanaimo Site
601-495 Dunsmuir Road
Nanaimo V9R 6B9
(250) 754-5558

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

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

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



You can

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

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

Name _____

Address _____

Postal Code _____

Telephone _____ E-mail _____

GUARDIAN

Fighting



for public health care



AGREEMENT NUMBER 1571931

Just Say No Campaign

"No resident will be moved without an individual care plan that's agreed upon by the family."

*Katherine Whittred
Minister for Long-term and Home Care
(Vancouver Sun, April 25, 2002)*

The BC Health Coalition and the Seniors Network BC have developed an information and action kit to help ensure the rights of seniors in long-term care facilities are not ignored.

The kit includes: Notice of No Consent forms, "I'm not moving, This is My Home" posters, contact and action information. Order your kit by contacting the BC Health Coalition at: justsayno@bchealth-coalition.ca.

We also want to hear from seniors and their families about problems they are having in gaining access to home care and long-term care. Call the Seniors Hotline, toll free: 1-877-600-1180.

BC Health Coalition

411 Dunsmuir Street
Vancouver, BC
V6B 1X4

PHONE: 604-681-7945

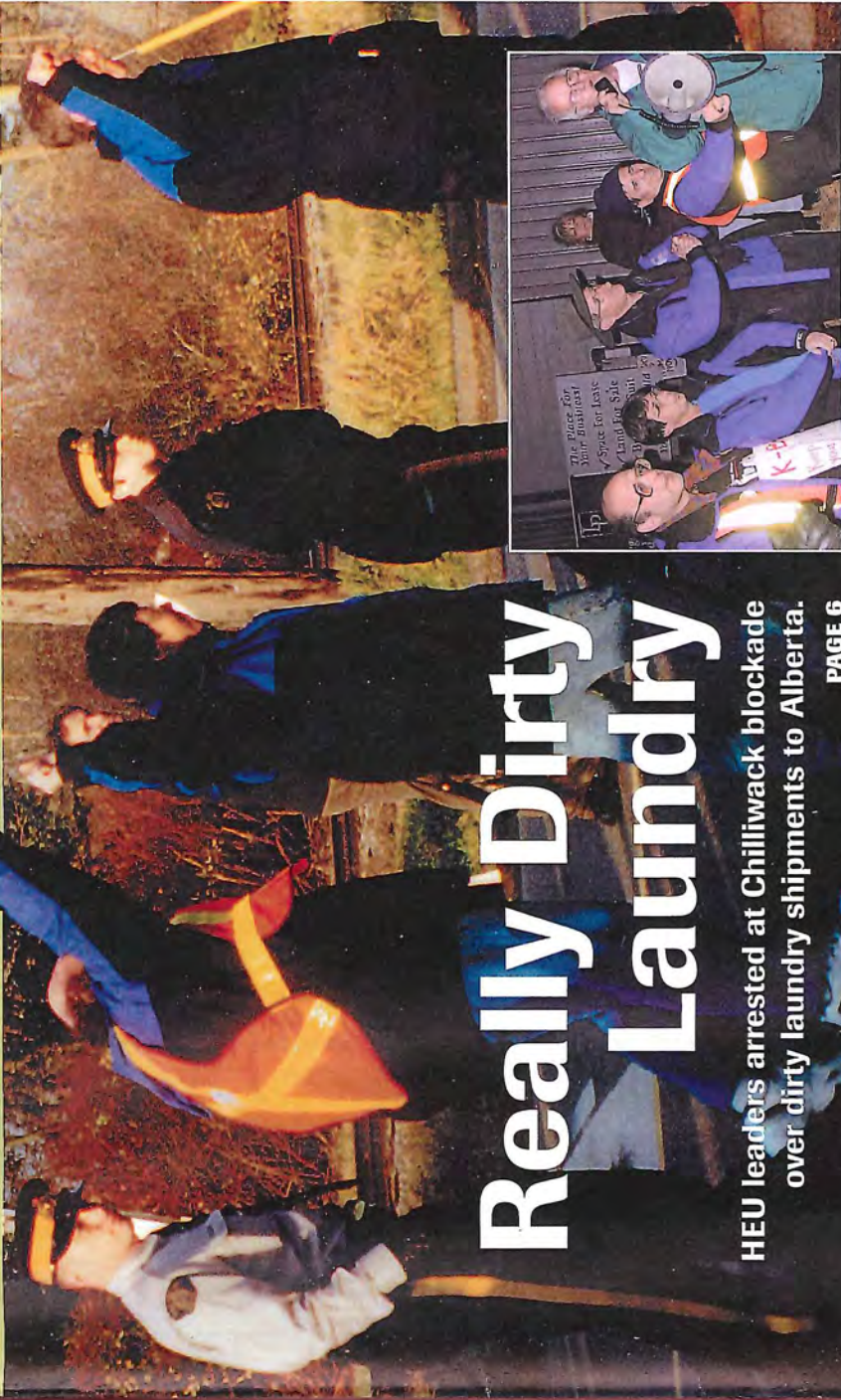
FAX: 604-681-7947

E-MAIL: info@bchealthcoalition.ca

RETURN TO
The Guardian
5000 North Fraser Way
Burnaby, B.C.
V5J 5M3

GUARDIAN

WINTER 2002 • VOLUME 20 NUMBER 4 • THE VOICE OF THE HOSPITAL EMPLOYEES' UNION



Really Dirty Laundry

HEU leaders arrested at Chilliwack blockade over dirty laundry shipments to Alberta.

PAGE 6



OCCUPATION ENDS

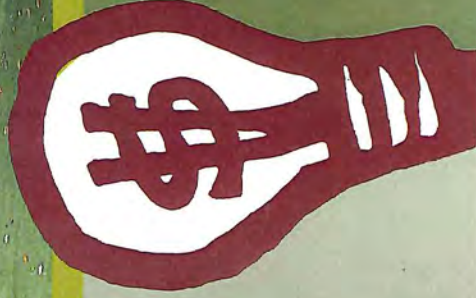
HEU convention delegates leave occupation of Children and Women's Hospital

PAGE 1

Make them see the light

There's a way for British Columbian consumers to send a message about what they think of Campbell's cuts to public services

PAGE 8-9



Dec. 6
end violence against women



DAY OF REMEMBRANCE