

THE HOSPITAL Guardian

Volume 6 Number 3

October 1986

STRESS
STRESS





**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

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

THE HOSPITAL Guardian

Editor: Lecia Stewart

Contributing writer: Diane Lake

The Hospital Guardian is published by the Provincial Executive of the Hospital Employees' Union, Local 180, under the direction of an Editorial Committee whose members are: **BILL MACDONALD**, **JACK GEROW**, **MARY LaPLANTE**, **ALBERTA DORVAL**, **MIKE BARKER**, **FRED MUZIN**, **JULIA AMENDT**.

The Members of the Provincial Executive are:

BILL MACDONALD *President*

JACK GEROW *Secretary-Business Manager*

MARY LaPLANTE *Financial Secretary*

ALBERTA DORVAL *1st Vice-President*

MIKE BARKER *2nd Vice-President*

FRED MUZIN *3rd Vice-President*

DENNIS JEFFERY *4th Vice-President*

NANCY MACDONALD *5th Vice-President*

JULIA AMENDT *Senior Trustee*

CLARKE GARDNER *Senior Trustee Elect*

JOYCE DAWSON *Trustee*

RUBY HARDWICK *Member-at-Large #1*

PHYLLIS SHIPLACK *Member-at-Large #2*

WARREN BALLARD *Regional Vice-President Fraser Valley*

STAN REESE *Regional Vice-President Kootenays*

NEIL ANDERSON

Regional Vice-President Lower Mainland — 1

SUSAN ALEXIOU

Regional Vice-President Lower Mainland — 2

COLLEEN HEIN *Regional Vice-President North*

HELEN BURNELL

Regional Vice-President Okanagan

RHON L'HEUREUX

Regional Vice-President Vancouver Island

ANDY KOZYNIK *1st Provincial Executive Alternate*

The Union maintains offices at:

Provincial Office:

2286 W. 12th Ave., Vancouver V6K 2N5

Telephone 734-3431

Okanagan Office:

No. 103, 2359 Hwy. 97 North, Kelowna V1X 4H9

Telephone 860-5115

Kootenay Office:

745 Baker St., Nelson V1L 4J5

Telephone 354-4466

Vancouver Island Office:

1402 Stadacona Ave., Victoria V8S 3T1

Telephone 595-4433

Northern Office:

829 Victoria St., Prince George V2L 2K7

Telephone 564-2102

Member of

CALM Canadian
Association -
of Labour
Media
ACPS Association
canadienne
de la presse
syndicale

PRINTED IN CANADA
BY RONALDS PRINTING

INSIDE

COMMENT

3

STRESS AT THE WORKPLACE

It's fast becoming the
number one disease of modern work

4

EXTENDED HOURS OF WORK

Why HEU opposes longer hours on the job

7

BCGEU ACHIEVES A COLLECTIVE AGREEMENT

8

GEARING UP FOR THE B.C. FED CONVENTION

9

FRONTLINES

11

LETTERS

17

RCH DEFENCE FUND GROWING

HEU members provide wide-spread support to
locked-out hospital workers

18

FREE TRADE

Oppose the sell-out of Canada

19

SPEAKING OUT

24



COMMENT

From the new reality to the new fantasy

By Jack Gerow

What would a new Social Credit government look like?

If you recall the speeches that were made at the Social Credit leadership convention of last July, you will probably come to the conclusion that the provincial government will give us more of the same.

If you allow the bias of the news media to influence you since the new leader of the Social Credit party was elected, you will probably come to the conclusion that we will have a less radical Bill Vander Zalm and a more sensitive provincial government.

Now, if you really look at what has been happening since the provincial election was called, you will probably come to the conclusion that both of these earlier thoughts are wrong.

What we are going to see after October 22 if the Socreds are re-elected is "Fantasy Government."

British Columbia will go back to the past—back to a time when social justice was a dream of the future.

And what proof is there for this conclusion?

Just look at the South African question, for example. At a time when governments all over the world—including the U.S. Senate—are condemning the apar-

theid government in South Africa; at a time when blacks in South Africa are calling for boycotts and economic sanctions against South African goods, Bill Vander Zalm and the Social Credit government refused until the last minute to remove South African goods from public facilities including government liquor stores, government offices and government-funded hospitals.

The failure of the provincial government to immediately support the call of black South Africans for boycotts and economic sanctions is a cruel endorsement of some of the world's worst social and economic policies.

A government that does not have the conscience to act voluntarily against racism and discrimination—a government that will not stand up for human rights—is a government that is just as culpable as the offending government of South Africa.

And this does not auger well for British Columbians.

In 1982, the B.C. Human Rights Code was gutted. And there is no sign—no election promises—that it will be restored.

In other parts of Canada, equal pay for work of equal value is the law and has been for some time.

Here in B.C., again there is no sign—no election promises—that working women will get equal treatment.

Bill Vander Zalm, for example, has said that women should stay home and have families—this would help the unemployment problem. And he has said that the Social Credit Party will not go out of its way to encourage women to run for election.

I hope I'm wrong—but I don't think things are better or are getting better—I think they are going to get worse.

I think that social services, including health care, will continue to be under-funded and that more and more health care services will be contracted out to the private sector. This will cause insecure jobs and lost jobs. This will cause health to continue to disintegrate and the morale of health care workers to plummet.

I think education will also continue to be under-funded and that classroom sizes will increase and increase.

I think the rights of working people will continue to erode, causing more frustration and confrontation.

And I think equality rights in British Columbia will continue to lag behind other jurisdictions in Canada.

What would a new Social Credit Government look like? Just as bad as the old one—but with a smile.

The **STRESS** **SINCES** syndrome causes and cures



After an exhausting eight-hour shift, Jane rushes to buy a few groceries before picking up her son at his day care. Suddenly remembering an important union meeting that night, she cajoles a neighbor into looking after the youngster, whose suspiciously red cheeks are the first telltale symptoms of a cold. As the meeting stretches past its usual two hours, Jane watches the clock nervously as she mentally calculates how she can still get some of the badly-needed housework done before the relatives arrive the next day for a week's visit.

This mind-boggling scenario has become the norm for millions of working people. So has stress, which has catapulted to top spot as the disease of modern work.

According to a recent survey by the Canadian Mental Health Association, workers like Jane are prime candidates for a litany of stress-related illnesses. Heart disease, colitis, ulcers and high blood pressure are all results of stress.

The CMHA study, based on a sample population¹ in five Canadian cities, found that women especially suffer a high level of stress due to inequality in the workplace and dual responsibilities at home and on the job.

Statistics show that job factors such as high demands, low control and a low level of physical exertion generate the most stress — with low control the most decisive factor.

The National Association of Working Women, 9 to 5, in its sur-

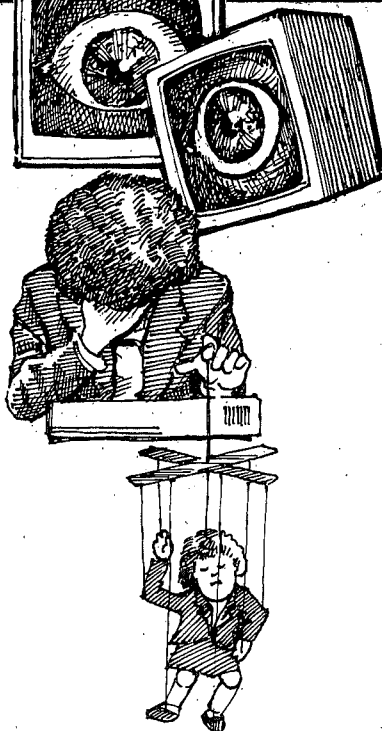


vey of more than 40,000 people, found that how much control you have, how much interest and challenge there is in your job, whether you have the clout to carry out your responsibilities — these factors determine stress even more than the number of hours worked or combined work and childcare hours.

It's a well-known fact that the majority of working women in Canada are concentrated in low-paid, low-control, low-status jobs. This fact alone marks women as prime targets for negative stress. Coupled with the indisputable reality that women are still largely responsible for the demanding job of homemaking and childcare means a double risk.

Recent research refutes the commonly-held view that stress is the preserve of the management echelon or highly paid professionals like air traffic controllers or doctors. In a recent study, the U.S. National Institute of Occupational Safety and Health looked at 130 occupational groups and ranked them according to the amount of stress-related illness found in each group.

The study concluded that individuals most likely to show signs of stress were those performing clerical work, rather than those in the top managerial or professional categories. For example, health technicians ranked first in terms of stress-related illnesses, compared with physicians, who placed 106. The inference is that power-generated stress experienced by high



rollers on Howe Street or surgeons working in life-or-death situations is not the stress that takes the toll on health. Rather, it is the absence of decision-making power, a lack of control over the way things are done that leads to high levels of stress.

According to Jeanne Stellman, author of *Women's Work, Women's Health*, stress also exacts a high toll on workers responsible for the welfare and supervision of other human beings.

Health care workers are a case in point, laboring under provincial government cutbacks that prevent them from performing as efficiently as possible. Coupled

with onerous work tasks in an atmosphere of sickness and death is the burden of knowing that staff and supply shortages can directly affect the health of their patient. Stellman's research has also shown that stress depresses the body's immune system, making health care workers especially susceptible to infectious diseases and leading to higher accident and injury rates.

With the advent of new technology in the workplace, it's also become clear that machine proliferation is increasingly analogous with job alienation. VDT operators, for example, experience many of the stressful conditions common to all office work: noise, pressure, interruptions, conflicting demands, lack of physical exertion. In addition, they are often exposed to an overload of work demands, poorly planned work, overextended and uninteresting and unreasonably fast-paced work.

Astrid Davidson, director of women's programs for the B.C. Federation of Labor, says the problem of stress overload has been exacerbated by government layoffs. "With no job security, public service employees are saying, 'Am I going to be the next person to lose my job?'"

And she says burn-out has reached new heights as more and more women become politically active.

"With trade union involvement, women have three jobs which results in even more tension build-up," she says, adding that B.C. Fed-sponsored workshops most in

demand are those dealing with stress.

Indeed, the problems of stress have spawned a new industry. Stress management groups are springing up all over North America in an effort to cope with related illnesses that the American Institute of Stress has estimated costs up to \$100 billion a year in absenteeism, medical bills and lost productivity.

And of course, the human cost of physical and mental suffering is an exorbitant price to pay for earning a living.

Clarrisa Green, an assistant professor of nursing at the University of B.C.'s nursing program who teaches a course called *Multiple Role Women and Stress*, says stress is usually thought of as the mechanism for dealing with the environment — sometimes called a "fight-or-flight reaction." Confronted by a physical threat, the body understandably activates its alarm system so that maximum energy is available for meeting and combatting an emergency or for fleeing — if that is the logical alternative.

Calling up energy reserves to meet the stresses of life means wear and tear on the body, since even the best-designed machine has a limited capacity for working. Energy production and wear and tear are major costs of coping with the various aspects — physical, chemical and emotional. Although this sort of energy cost is not exactly measureable in the way it is to determine the amount of gasoline required to run a car, its effects can be observed by the increased incidence of disease and disabilities related to stress.

Symptoms of stress can be alcohol abuse, migraines, skin rashes, increased smoking, heart problems, loss of (or excessive) appetite, chest pains, short tempers, depression, moodiness, inability to concentrate, tension and fatigue for no good reason.

The diagnosis is clear cut. How about the cure?

Just as people react differently to stressful situations, so too there



is no one magic solution to alleviate stress. One interesting group study conducted by Dr. Michael Lerner of the Institute for Labor and Mental Health in Oakland, California, however, has found that job stress can be reduced when workers stop blaming themselves for problems and direct their energies toward changing workplace conditions.

Participants in the stress workshops — comprising telephone operators, postal workers, secretaries and auto workers — were told that success at work is often not based on merit but instead is the result of an "unfair distribution of wealth, power and rewarding work."

They were encouraged to vent their frustration with this reality in positive ways such as actively seeking to change stressful conditions in the workplace. And it was found that those taking part in the group meetings were less depressed, missed fewer days of work, drank less and found they had more power within society, their jobs and their unions.

They also reported fewer health problems, such as high blood pressure, migraine headaches, colitis and lower back pain.

Davidson says the study's conclusions are important because they contradict traditional — typically management — theories which consider stress a personal problem that should be treated by changing the individual's attitudes

to encourage acceptance of surrounding conditions.

"The old approach tends to lay all the blame on the worker — that they're at fault for not being able to cope. By pointing out that the best way to deal with stress is to fight it collectively is clearly a trade union approach," she says.

That the union can play a key role as stress-buster is a point well taken by the Hospital Employees' Union, which has been fighting to establish a more effective joint occupational health and safety committee to reduce hazards at the workplace.

HEU has negotiated special leave provisions for parental responsibilities, better working conditions for VDT operators and continues to fight for the establishment of clear job descriptions and job security. The union is also on record as opposing technological change which leads to a mechanically controlled workplace and authoritarian supervision.

Another stress-reducing tactic recommended by Davidson is rescheduling union meetings to meet the real needs of members. And she emphasizes that assertiveness training programs — offered through the Vancouver and New Westminster and District Labor Councils — are invaluable for promoting self-esteem and enabling workers to effectively confront management with the inadequacies of the job.

On a personal level, there's a number of commonsense measures to manage stress.

- Regular exercise, healthy food and rest are essential, as well as relaxation techniques like yoga and deep breathing.
- Having a support network of friends and family with whom you can talk about your problems. Repressed feelings of frustration and anger can eat away at your entrails and prevent you from taking constructive steps.
- Laying down the law: getting family members to assume household responsibilities.

Extended hours of work don't benefit the employer

The issue of extended hours of work has always been surrounded by controversy in the labor movement, and unions in the health care industry are no exception.

When viewed from the larger perspective, the relatively small number of union members who want to work longer hours because of personal circumstances or employer pressure have never really been able to convince the majority of their sisters and brothers that working 12 hours straight is desirable or beneficial.

Most union members support the long-standing trade union principle of striving towards a shorter working day at the same pay.

This approach, of course, has long been rooted in the belief that a large part of what the labor movement is all about is the continual struggle to improve the working lives of wage earners by forcing employers to place more value on the work of their employees. Workers who agree to work longer hours for employers erode these efforts.

More than 100 years ago, printers in Toronto staged one of Canada's first major strikes. The central issue was a reduction of their 12-hour day to eight hours. They were not entirely successful, and it has taken the labor movement decades to force employers

into recognizing the eight-hour day, 40-hour week, which has now become the norm in private industry.

The fight for a shorter work day has already been won in our industry and in the rest of the public service. Most working people now regard a longer work shift as a retreat back into history and not a step forward.

The question of extended hours of work received a new focus in British Columbia when the current government decided to dramatically cut back on health care funding. The resulting shortage of funds has caused health care administrators to direct their energies towards getting more work out of hospital employees for the same money, giving the extended hours of work syndrome new life.

At the Trail Unit, for example, management there has proposed an extended work hour scheme which would increase orderly shifts from 7.5 hours to 11 hours. This would effectively reduce 1 part-timer's job by 250 hours each year.

And at the Rossland Unit, management there has recently tried to push through changes to practical nurses hours. These changes would result in the loss of 2.25 full-time equivalent jobs.

Quite apart from the labor movement philosophy of working towards shorter, not longer, hours is the question of what physical effect longer working hours have on the individual.

There have been numerous studies done in North America and elsewhere that indicate long periods of shift work have definite detrimental effects on workers' health.

Then too is the question of unemployment. With so many

union members laid off and cut-backs in working hours, shouldn't unions be insisting on shifts and working schedules that would mean more — not less — work for their members?

Longer shifts mean less work because employers are able to cut back on staff when employees agree to work longer hours.

Delegates to the Hospital Employees' Union Fifteenth Biennial Convention addressed the issue of extended work hours and after much thorough and intense debate, adopted a policy to refuse all such requests. The adoption was based on the belief that extended work hours are not in the best interests of the majority of the membership.

HEU's Provincial Executive has reviewed the convention policy at a number of its meetings and fully supports the freeze that has been placed on applications for extended hours of work.

The pressure by employers for longer hours will undoubtedly continue throughout the industry until proper funding has been restored to health care in our province. When that happens, administrators can once again properly staff our hospitals and institutions. Until that time, it can be assumed the labor movement will continue to resist the push for longer hours at the workplace.

BCGEU pact Settled

The stalemate was broken with a settlement in the final chapter of the B.C. Government Employees Union eight-month saga to achieve an acceptable collective agreement. But how soon other public sector unions can close their bargaining books still remains very much in the speculative stage.

The BCGEU pact, the culmination of long, drawn out negotiations punctuated by a belligerent back-to-work order from the provincial government, offers a five per cent wage increase over a 33-month period.

It also includes a change in sick leave benefits which reduces pay for the first six days to 75 per cent from 100 per cent, a freeze on increments and a provision that allows Victoria to order police checks on some provincial employees involved in custodial care.

Jack Gerow, secretary-business manager of the Hospital Employees' Union, dismisses as fictional Premier Vander Zalm's contention that the BCGEU pact will serve as a benchmark for other collective agreements.

"One collective agreement isn't convincing enough to indicate there's a real change in Socred policy toward public sector workers," says Gerow. "What we may have is nothing more than a political settlement in the sense that Vander

**"What we may
have is
nothing more
than a
political
settlement"**

Zalm is probably gearing for a fall election."

Gerow added that the specific concerns of hospital workers are markedly different from government employees like ferry workers.

Classification of all members is one example of the difference in bargaining issues between HEU and the BCGEU, along with separate negotiations for long-term and acute care health workers.

Other health care unions say the pact isn't going to make or break their labor disputes either.

The Health Sciences Association, still bristling from the 90 day cooling off period imposed by the government July 18, is in a stalemate mode with no negotiating progress to date. In mid September, however, Industrial Inquiry Commissioner Fred Long was appointed to look into the dispute.

But HSA president Jack Campbell doesn't see the agreement as a precedent for his union's 5,500 members.

"While it's a reasonably good sign that a settlement has occurred with a major public sector union, the issues are different for our members than they are for the BCGEU," says Campbell. "We're operating under a totally different agenda."

Pat Van Horne, executive director of the B.C. Nurses' Union, says she too doubts whether such a settlement would be acceptable to members.

"We haven't had a contract for 1½ years, or a wage increase for 2½ years. There has to be a lot in terms of wages to stem the shortage of nurses and keep people in the province," says Van Horne.

Van Horne points out that her union, like HEU and HSA, has been stymied by the government's insistence that there is no money to go around.

"That's also what the Socreds told the government workers before they settled. The argument is so transparent," said Van Horne, echoing Gerow's statement that the settlement may be simply a public relations ploy designed to get Vander Zalm votes.

Van Horne said negotiations for the BCNU have been "on hold" since July when Vince Ready was appointed industrial inquiry commissioner in the dispute.

All three unions say health care funding must be raised to address the critical condition of B.C.'s hospitals. Staff cutbacks, poor working conditions and long waiting lists for elective surgery have all endangered the health and safety of patients and health care workers alike.

BC Fed convention approaching



When HEU delegates converge at the B.C. Federation of Labor 31st annual convention in Vancouver this December, they'll be facing a wide spectrum of debate and decision.

The 180 HEU delegates attending the B.C. Federation of Labor convention will be selected by a similar formula used for HEU delegates to the Canadian Labor Congress convention last spring.

As of press time, the 49-member executive council of the central labor organization was in the process of hammering out resolutions submitted by its affiliated unions for discussion over the five-day period beginning Dec. 1.

Although specific policies and programs are yet to be mapped out, it's expected that free trade with the U.S. will dominate the conven-

tion debate much as it did at the Canadian Labor Congress convention. Opposition is based on the contention that a trade agreement as envisioned by the Conservative government will further decimate an already weak job market and threaten the network of social services unique to Canada. Of special concern to HEU members is the Tory thrust linking free trade with the privatization of publicly owned services like hospitals. The B.C. Fed tactic will be to develop alternative economic policies such as community job creation programs, the development of alternate pools of capital and investment in publicly owned industries.

The impact of native land claims on the forestry, fishing and mining industries will be on the agenda to determine the best approach to meet the needs of all British



Columbians and to protect the environment.

Also high on the list will be a stepped-up campaign for comprehensive economic sanctions and a complete boycott of goods to pressure South Africa to dismantle apartheid. The B.C. Fed has already taken action by recently endorsing a program of civil disobedience to hasten sanctions against South African products.

Many of the resolutions passed at HEU's 15th Biennial Convention will make their way onto the floor for discussion and possible adoption as B.C. Fed policies.



While some — especially those that reflect social concerns shared by the rest of the working people in this province — will be amalgamated with other union's resolutions, HEU delegates will have a chance to speak out on issues that directly affect them.

High on the list will be a call for complete restoration of health care funding from the provincial government and a concerted campaign to make health care a major issue in the next provincial election.

The retrograde policies of the Workers' Compensation Board will also be under attack as HEU dele-

gates call on other trade unions to redouble their demands that higher standards of health and safety be implemented at the workplace. This was seen as a critical issue at the last convention as restraint in health care funding has greatly increased the exposure of health care workers to hazardous conditions. The resolution put forward will urge that no changes be made to WCB regulations unless they are approved by the labor movement.

HEU will also attempt to get consensus from all other public sector unions to boycott the Compensation Stabilization Program with its unfair guidelines weighted in favor of non-union personnel and against public employees.

HEU President Bill Macdonald predicts much of the debate will undoubtedly focus on the new provincial leader Bill Vander Zalm and the "recycled reality" platform touted by the Socreds.

"How much havoc he will wreak on already restrictive labor legislation before the next election remains to be seen," says Macdonald, adding that unionists will have their work cut out for them fighting the anti-worker mentality in Victoria.

Besides endorsing politicians who support the aims and objectives of HEU in the upcoming provincial election — a resolution that received strong support at the biennial convention — delegates will be casting their votes to elect officers to the B.C. Federation executive.

So far, Steelworkers' Union President Ken Georgetti, and Cliff Andstein, B.C. Federation of Labor secretary-treasurer are the only declared contenders for the two top Fed jobs.

Georgetti, currently vice-president, will be seeking the presidency, a job held by Art Kube since 1983. Kube announced his decision last May that he will not seek re-election this time around.

Andstein will be seeking re-election for a second two-year term as secretary-treasurer.



Choosing HEU delegates

The 180 HEU delegates attending the B.C. Federation of Labor convention will be selected by the same formula used for HEU delegates to the Canadian Labor Congress convention last spring.

The HEU Constitution and By-Laws makes provision for automatic delegate status for the Provincial Executive, leaving 160 credentials which will be distributed on a pro-rated basis among the regions of the union.

In addition, a number of other criteria is used by HEU's Provincial Executive in mapping out the delegate entitlement process. These include the date of the unit certification, participation in local Labor Councils and the ratio of members per region.

As representatives of HEU, delegates will be expected to debate and vote on resolutions submitted to the B.C. Fed as well as elect new officers.



FRONTLINES

The pressure's on!

Practical nurses at the Prince George Unit have found a sure-fire way of putting pressure on scalp-happy hospital administrators.

About 10 HEU members took their job skills to a local mall recently, setting up a one-day blood pressure clinic to take readings of Saturday shoppers.

The recent campaign was designed to heighten public awareness of one of the many valuable services practical nurses provide in B.C. hospitals. It was also intended to counter the health ministry's campaign to eliminate practical nurse and orderly jobs at the expense of patient care.

According to the PNs, the direct action tactic

garnered high public support and prompted at least 1,500 participants and passerbys to sign a protest petition presented to management at Prince George Regional Hospital.

Operating under banners hammering home the importance of their jobs, practical nurses took the pains to point out that even routine procedures like blood pressure counts would be put on the back burner should staff be cut. Bathing, changing and the walking of patients and other critical bed-side care would also be neglected.

The move came in the midst of controversy over the registered nursing shortage that has left 525 nursing vacancies in B.C.

hospitals. At the same time, there are 30 less full-time practical nurses at Prince George Hospital than there were four years ago.

HEU member Joyce Dawson, who coordinated the campaign, says the plan to eliminate practical nurses and orderlies "comes at the worst possible time."

"Right now we're down to 1½ operating rooms from three which has resulted in many surgery cancellations," said Dawson. "We'll be continuing our campaign to prevent the further erosion of health care in our hospitals."

The unit is planning another clinic in the fall and will be conducting a local survey to further public support.

Bursary award winners

The union has awarded nine bursaries to HEU members (or spouse, daughters and sons) for the 1986-87 academic year. The winners are as follows:

Patrick Madarsky, Vancouver General Unit — Ed Ashmore Memorial Bursary, \$1,000. (Jointly sponsored by the Surrey Unit and the Provincial Executive).

Dave Diamond, Mt. St. Joseph Unit — Lions Gate Unit Bursary, \$500.

Louise Husband, Grandview Towers Unit — Provincial Executive Bursary, \$500.

Robert McCully, West Coast General Unit — Royal Jubilee Unit Bursary, \$500.

Marg McDonald, Cowichan Unit — Prince George Unit Bursary, \$500.

Cameron Carr, Prince George Unit — Vancouver General Unit Bursary, \$350.

Linda Fraser, Royal Inland Unit — Vancouver General Unit Bursary, \$350.

Jeanette McConnell, Holy Family Unit — Victoria General Unit Bursary, \$350.

Catherine Stoller, Shaughnessy Unit — Mission Unit Bursary, \$350.

CCERA units take strike votes

The first round of strike votes began Sept. 22 at Continuing Care Employee Relations Association long-term care facilities to pressure the employer to recognize the rights of long-term health care workers.

The HEU decision to take votes was made after more than three months of bargaining for a Standard Collective Agreement for 1,200 members. And it was prompted by the CCERA's announcement that it was reneging on its

agreement with HEU last year to recognize the rights of long-term health care workers to comparable wages, benefits and working conditions with their acute care colleagues.

As well, CCERA has a number of concession demands still on the table that include attacks on special leave provisions, injury-on-duty benefits and seniority.

HEU is determined that negotiations for a new agreement won't be a replay of the last Stan-

dard Collective Agreement that expired March 31, 1986. That agreement took more than three years to reach and was finally achieved May 1, 1985 after six weeks on the picket line by HEU members in long-term care facilities.

The union has also launched a two-week radio and newspaper ad campaign throughout the province to put further pressure on CCERA and the government to back down on both the comparability issue and concession demands.

FRONTLINES

B.C. workers beef up Gainer strike fund



Riot squads strong-arm Gainers workers on the Edmonton picket line.

Spirits were high as close to 300 trade unionists packed a small East Vancouver hall to pledge support for embattled Gainers employees striking in Alberta.

Thunderous applause greeted Dave Werlin, president of the Alberta Federation of Labor, as he called on B.C.'s labor movement to muster forces to fight back the trend of union-bashing sweeping the country.

Likening the treatment dealt out to the 1,100 workers at the Gainers meat plant to tactics employed in South Africa and Chile, Werlin said the strength of the whole labor movement is at stake.

"If we don't win this, it's going to be a signal to big business and the multinational corporations that they can roll right over the trade union movement," declared an impassioned Werlin at the fundraiser organized by the B.C. Federation of Labor and Vancouver and District Labor Council. "We can't — and

won't — allow this to happen."

The call elicited quick response from union representatives who lined up to make donations to support the striking workers. Earlier, the Provincial executive of the Hospital Employees' Union authorized a \$2,000 contribution to the strike fund.

The strike to bring the wages and benefits of Gainers workers up to industry standards has been one of the most bitter in that province's history.

Sanctioned by Alberta's atrocious labor law that considers a collective agreement to evaporate 24 hours after a strike or lock-out, the Peter Pocklington-owned company has squired busloads of scabs onto the Edmonton work-site, sparking violence on the picket lines.

"In Alberta, all lawyers have to do is put 25 cents in the slot machine to get an injunction," says Werlin, one of the more than 500 people arrested on

the Gainers picket line for defying court injunctions.

A national consumer boycott imposed by the Canadian Labor Congress has effectively crippled company sales across the country. In B.C. the plummeting sales have also been helped by pickets set up by local members of the United Food and Com-

mercial Workers Union at independent stores still carrying the products.

When you're shopping at your local supermarket, remember to look for the Swift logo or the number 18B on the label of packaged meats. This number indicates the meat was produced at Gainers.

HEU prints hands on manual



The Hospital Employees' Union will soon have its own health and safety manual — a comprehensive booklet detailing all hazards facing HEU members at the worksite and recommendations on what to do about them.

Material for the hands-on manual has been gleaned from interviews with dozens of HEU members in all job categories as well as on-site visits to hospitals to provide the information needed by unit committees.

It is anticipated the

manual will play a major role in increasing the effectiveness of the joint health and safety committees operating at most hospitals — in line with resolutions passed at a Lower Mainland committee meeting. In addition, it will serve as a thorough guide to new committee members unfamiliar with health and safety issues and the responsibilities of the job.

The first section of the 100-page manual will be completed by late September.

Labor set for new round with Kerkhoff

Labor is mounting an all-out attack on the B.C. Transit decision to award a \$28 million contract to a partnership between Kerkhoff Construction and the Korean Hyundai Corp.

A major offensive came this summer when the B.C. Federation of Labor declared the ALRT Fraser River bridge project "hot." The edict follows on the heels of an "unfair" declaration by the New Westminster and District Building Trades Council, meaning that no building trade unions will work on the bridge extending the rapid transit system to Surrey.

The B.C. Fed support ensures goods and services made by union labor — cement, rebar, steel fabrication, piledriving, telephone services, barges and towboats — will not reach the site. Roy Gautier, chairman of the Building Trades Council, says the campaign "will make life very difficult" for the anti-union duo.

The Social Credit's refusal to reverse the decision on the low-bid award flies in the face of reason, contends Gautier.

He pointed out that the entire construction of the ALRT system to date (\$850 million) was carried out 100 per cent union. The extremely complicated project was com-

pleted on time and has been hailed by experts as an outstanding construction achievement. The \$350 million Annacis Island Bridge, also built 100 per cent union, is nearing completion.

In letting contracts for the Fraser River crossing it was clearly the intent of B.C. Transit to award the work to a union contractor. According to the Building Trades, the contract documents make repeated reference to matters which are only relevant to contractors signatory to union agreements.

The project — a complex and difficult one — requires contractors and crews with expertise and experience. Kerkhoff Construction, however, has never undertaken a job of this size or difficulty and has encountered difficulty on simpler projects.

The low union bid would have ensured that 95 per cent of equipment and materials be Canadian, providing jobs in Canada. Stuart Hodgson, chief executive officer of B.C. Transit, has estimated that under the Hyundai-Kerkhoff bid, 30 per cent of equipment and materials will be imported from outside Canada, meaning lost jobs for Canadians.

In spite of the risk of using Kerkhoff with their lack of experience on

such jobs and their record of problems with the trade union movement, and in spite of the job loss to Canadians resulting from importation of materials and equipment, B.C. Transit went ahead with the award to Kerkhoff/Hyundai.

Says Gautier: "In making this decision they were clearly carrying out the pro-Kerkhoff, anti-union policies of the Social Credit government."

At stake is the long-term future of the construction industry in Canada. The low-wage Korean Hyundai firm, involved in construction in the Far East for many years, wants to become a major construction force in Canada. Already Hyundai/Kerkhoff have bid on a dam project in Alberta. Together the two anti-union companies hope to turn the entire industry into a non-union, low-wage industry.

Among the fight-back

steps already underway are:

- A leafletting campaign at major Hyundai car dealerships.
- Union members will boycott any work on the project and all unions connected with the transport and supply boycott the project.
- Building Trades groups across Canada and the U.S. are being advised that the project is "unfair."
- Trade unions and concerned citizens are being asked to protest the export of Canadian jobs.

You can help. Let your MLA, local newspaper and neighbors know that you are opposed to this gamble with your tax dollars and to the loss of jobs for Canadians. Demand that B.C. Transit ensure successful construction by reversing their decision and awarding the contract to a proven, experienced union contractor.



HEU members from the northern regional units at the end of a three-part educational seminar held in Prince George July 23-25.

FRONTLINES

Food bank report chews out Socreds

The average recipient of B.C.'s food banks is just that — a representative of a cross section of Canada's unemployed.

That's the findings of a report on the province's food banks, which further reveals that most patrons had a record of steady employment before Canada's depression forced them on to unemployment insurance and eventually the welfare rolls.

The report, the result of a survey conducted by the Social Planning and Research Council of B.C. (SPARC), also states: "For most welfare recipients who make up in total over 80 per cent of the users, the food banks have become an essential part of their daily survival."

Sylvia Russell, head of the Vancouver Food Bank and a member of the B.C. Food Bank Task force which commissioned the study, laid the blame for the necessity of food banks squarely on the shoulders of the Social Credit government.

"Their history speaks for itself. You have to look for alternatives," she said.

The task force was set up last year following a major conference of food bank operators who decided at the time to shut the community-sponsored depots by

Q. QUICK! NAME THE FASTEST GROWING BANK IN CANADA.

A.



July, 1986. Participants at the conference cited the fact that staff from the human resources ministry were routinely rejecting welfare emergency assistance claims and referring the applicants to the food banks.

Russell said, however, the closures were based on an anticipated increase in welfare rates which have been frozen for the past four years.

Although that hasn't materialized, Russell emphasizes food bank representatives have no intention of remaining passive.

"We have no intention of backing off. I know some of the unions (who help fund the banks) were worried we'd soft-pedal the situation, but we're certainly not going to. We'll continue to take an advocacy position."

In a foreword to the report, entitled *Food Bank Users: A Profile of the Hungry in B.C.*, the food bank task force

acknowledges a "moral dilemma" between the need to feed B.C.'s impoverished citizens and the problem of institutionalizing food banks, stating that these should not become a permanent fixture in the social service field.

Instead, the task force contends the federal and provincial governments should provide adequate funds for the country's jobless and destitute.

The SPARC study interviewed 545 men and women in seven food banks in the Lower Mainland, Vancouver Island and the Interior during the fall of 1985 to discover the nature of B.C.'s estimated 70,000 monthly food bank users.

Russell said the report refutes the stereotype promoted when Socred cabinet member Grace McCarthy ran MHR — that food bank recipients are largely single, unemployed men with little education.

In fact, the report states "It is likely that the welfare group in our sample is more characteristic of 'employable' recipients than the longer-term chronic income assistance dependents."

The study found that 65 per cent of a sample group of 278 recipients had at one or more times received unemployment insurance, while 68 per cent of those had been without UI payments for more than two years.

Other key findings of the study included:

- The average users' incomes ranged from 37 to 50 per cent of the established poverty lines.
- Shelter costs absorbed monies necessary for a nutritious diet.
- Each user supported with their food packages an average 2.3 people.

The task force released a copy of the report, prior to public release, to then Human Resources Minister Jim Neilsen. But Neilsen told food bank officials that there was "no more money" to raise GAIN rates.

"That's as hollow an argument as you can get, considering the bucks they've spent on everything else," said Russell, who compared the provincial government's attitude to the economic policies practiced by the U.S. Reagan administration.

FRONTLINES

Unions step up anti-apartheid battle

Vancouver longshoremen sparked it earlier this year when they refused to unload a freighter carrying South African goods.

Since then, many unions — including HEU and labor councils across the country — have joined in the action by refusing to handle or buy products in an effort to dismantle the apartheid regime.

To step up the pressure, the Canadian Labor Congress is calling for a world-wide embargo on South African imports by trade unionists. The strategy is to be mapped out when the CLC and representatives of national trade union organizations from 97 other countries meet in Zambia in mid-October.

The call follows a Commonwealth meeting where Canada joined Australia, the Bahamas, India, Zambia and Zimbabwe in agreeing to a list of punitive economic sanctions that includes a ban on agricultural

imports and imports of uranium, coal, iron and steel. However, the CLC has determined that these sanctions don't go far enough.

Says CLC president Shirley Carr: "We would have liked to have seen the heads of government go further. We have been encouraging Canada to impose a total trade embargo and to sever all links with the Botha regime, including the recall of the Canadian ambassador and kicking out of Canada the South African ambassador."

In the past, she said, many trade unionists have been reluctant to act on their own and have continued to handle South African products entering Canada for fear of being prosecuted and sued for violating existing contracts.

Nevertheless, unionized workers in shipyards, warehouses and retail stores could simply refuse to touch South African products and white collar workers

could stop dealing with South African business to impose their own unofficial embargo, she said.

A good example of this kind of embargo is the B.C. Government Employees Union's recent announcement that members will stop handling South African products, including wines in liquor stores.

Meanwhile, more than 100 people have been killed since the regime imposed a new state of emergency June 12, adding to the 2,000 already killed in a two year long upsurge against white minority rule. In addition to reports of torture and mistreatment that continue to trickle out of the country, massive arrests of union activists indicate the trade union's movement increasingly central role in resisting apartheid.

According to the South African Congress of Trade Unions Solidarity Committee, 900 trade unionists and leaders are behind bars while

another 1,000 black municipal workers were rounded up following a strike meeting.

Some union leaders, however, have managed to evade arrest and continue to function clandestinely. Jay Naidoo, secretary-general of the Congress of South African Trade Unions, told reporters that while it is "very difficult to continue normal activities," Pretoria is finding it "impossible to kill off the union movement in South Africa."

This summer, members of the Commercial Catering and Allied Workers, a key COSATU affiliate, launched strikes against more than 100 retail outlets in Johannesburg and a number of chain stores throughout the country. Transport workers in Pretoria have gone on strike as have cannery workers in Cape-town and fruit pickers in the Western Cape.

You can help dismantle the apartheid regime by refusing to buy these South African products:

South African products

WINES & SPIRITS Brandies

Paarl Five Star
Paarl V.O.S.P.
Rembrandt Brandy
Richeleu Brandy
Sharnes
Paarl Golden
Medium

Paarl Oloroso Cream
Paarl Pale Dry

Ports

Paarl Old Tawny
Paarl Rich Ruby

Wines & Liqueurs
Bonne Esperance

Fleur du Cap-Emerald
Stein

Paarl Chenin Blanc
Paarl Late Vintage
Paarl Riesling
Paarl Cabernet
Sauvignon
Paarl Pinotage
Paarl Roodeberg

JVR Liqueur
Wonder Club
La Residence
Alton Rouge Red
Wine
Bertrams
Golden Cream
Van der Hum Liqueur
La Gratitude

South African products

"NO NAME" PRODUCTS

*Dominion Red Label
"No Name"*

Unsweetened Pineapple Juice
Fruit Cocktail
Peach Slices
Peach Halves
Pear Halves
Apricot Halves
Dominion Fruit Cocktail

Loblaws "No Name"

Apricot Halves
Peach Slices
Bartlett Pear Halves
Fruit Cocktail
Pineapple Juice

CANNED FRUITS

EVERYBODY'S

Sliced Peaches

FAMILY FRUIT

Guava

FORTUNE Bartlett

Pears

FORTUNE Fruit

Cocktail

FORTUNE Sliced

Peaches

GOLD REEF Fruit

Salad

GOLD REEF Apricot

Halves

KON-TIKI Grapefruit

Sections

KON-TIKI Orange

Sections

LIBBY'S Canned

Peaches

PANTRY SHELF

Fruit Cocktail

PANTRY SHELF

Peach Halves

PANTRY SHELF

Pear Halves

PANTRY SHELF

Sliced Peaches

ROCKY MOUNTAIN

Apricot Halves

YORK Apricot Halves

YORK Grapefruit

Sections

CANNED FISH

Glenryck

Ocean Fresh

Peck's Anchovette Spread

CANNED VEGETABLES

Donald Cook

Asparagus

Antel Asparagus

CRACKERS, COOKIES, BISCUITS

Bakers

Ouma

Uitspan

Penny Farthing

Pyott's

FRESH FRUITS

Cape apples, grapes and plums

Granny Smith apples

Outspan oranges and lemons

JAMS

All Gold

Koo

JUICES

Liqui Fruit

SAUCES AND CHUTNEY

Mrs. Ball's

THE ROTHMAN'S CONNECTION

Rothman's is part of a South African-based transnational corporation. Rothman's subsidiaries include Jordan Wines and Carling O'Keefe Breweries. Each time a Rothman's product is bought, part of the profit finds its way back

through the multinational chain to the racist regime in South Africa. HEU members can express their opposition to this corporation's complicity with apartheid by writing a letter to: Rothman's of Pall Mall Canada Ltd., 1180 S.E. Marine, Vancouver. The following goods are produced by these companies:

CIGARETTES

Black Cat

Camel

Cameo

Craven A

Dunhill

Gauloises

Gitanes

More

Number 7

Pall Mall

Peter Stuyvesant

Rothman's

Salem

Winston

TOBACCOS

Amphora

Amstel

Drum

Dunhill

Virginia Gold

Erinmore

Flagship

Scotch Plaid

Picket Edition

BEER

Black Horse

Black Label

Brading

Buckseye

Carlsberg

Colt 45

Toby

Dow Ale

Heidelberg

Miller

O'Keefe

Old Vienna

Red Cap

NEW PRODUCTS ARE ALWAYS COMING INTO CANADA. BE SURE TO CHECK THE LABEL.



HEU members join locked-out Okanagan civic workers on the picket line in front of Kelowna's city hall. Similar support was shown at several other civic facilities by HEU units throughout the Okanagan on the HEU solidarity day Sept. 8. About 1,400 members of the Canadian Union of Public Employees and 28 members of the International Brotherhood of Electrical Workers have been locked-out since July 14.

FRONTLINES

Union members across the province are being asked by the B.C. Federation of Labor to boycott the following products and companies until labor disputes at these firms are settled. In all cases, the Federation has called a boycott at the request of the unions who represent workers at those companies in the hopes of pressuring management to settle long outstanding disputes.

—**Gainers** (Alberta and B.C.) Look for inspection code 18B on all meat products and the brand name Swift

—**Burlington Northern Air Freight**

—**Victoria Plywood** (items identified by the logo "Vicply")

—**Proctor & Gamble** (soap products/detergents)

—**U.S. lettuce** (Red Coach, Donny, Big Fred, SAS, Big A, Bobby & Andrews brands)

—**Louisiana Pacific Corporation, Forest Products** (Construction material, Waferwood Construction Panels, Pabco Xonolite Insulation, Weatherseal windows and doors)

—**Chilean products**

—**South African products**

HOT EDICTS — The Federation is asking that no supplies of any kind be delivered or extended to these firms until disputes are settled.

—**Hyundai/Kerkhoff**

—**Gainers (Alberta and B.C.)**

—**Slade & Stewart Ltd.**

—**Okanagan H.R.I. Supply Ltd.**

—**Stevenson Construction**

—**Pennyfarthing site**

—**Entex Door Systems Ltd.**

—**Royal Canadian Legion Branches in the Fraser Valley** — #4 Chilliwack, #15 Abbotsford, #265 Aldergrove

—**Purolator Courier**

MILESTONES

Lorna Anderson, a unit clerk in the nursing department at Richmond General Hospital, retired from her position August 10, 1986.

Sister Anderson has worked at the hospital since 1972, and says she will now have time to "smell the flowers."

After 20 years of ser-

vice, Crystal Perry of Creston Valley Hospital retired in July of this year.

Sister Perry was an active union member and has held HEU unit executive positions as president, vice-president, trustee and shop steward. In addition, she has participated in the union's education program.

Classification work wrapping up

The Hospital Employees' Union is moving closer to a settlement on classification.

In August and September, technical advisory committees from both HEU and Health Labor Relations Association visited hospitals to verify information required to develop benchmarks for patient care, patient care technical and miscellaneous job categories.

The visits throughout

the province began May 14, and are scheduled to wrap up in late September. At that time, it is expected the work on benchmarks will be wrapped up as well.

Over the five-month period, the committees reached agreements on establishing benchmarks for stores and laundry departments, house-keeping, supervising and grounds keeping classifications.

LETTERS

I would like to wish congratulations and best wishes to all new members elected to the Provincial Executive.

I am sure the new blood, along with the old, will keep HEU where it should be — at the top

and united.

It is always sad to see long-standing Executive members go. To them, I know their rest will be enjoyed but I still hope they keep up with all matters concerning HEU.

I would like to thank all

concerned, including the staff, for keeping me in touch with what will always be my union. The *Hospital Guardian* is still very informative and I look forward to receiving it. The June issue brought back so many

memories of conventions and policies of the past.

Thank you again for so many good times and memories.

Rena Hardy
Surrey

Defence fund growing

A special Defence Fund set up to help suspended health care workers at Royal Columbian Hospital has been growing by leaps and bounds, thanks to members of the Hospital Employees' Union.

Contributions to the fund have poured in from units large and small across the province, and so far total \$7,450. Seeded with \$10,000 initially from the Provincial Executive, the fund has been used to compensate 288 members slapped with up to 20 days' suspension without pay following their participation in a sit-in in early July. The Provincial Executive, in turn, will match unit contributions in excess of \$10,000 on a dollar for dollar basis.

As of press time contributions from scores of units have come in to the still-open fund.

HEU Financial Secretary Mary LaPlante said she was "delighted" at how wide-spread the support has been.

"I can't say enough about how strong the support is," said LaPlante.

Those sentiments are echoed by HEU members whose pay was docked after protesting a management policy that allowed hospital administration to call in casual employees rather than full-time workers to fill vacancies of less than a month.

Susan Fenger, RCH unit secretary-treasurer who was suspended for 10 days, said the fund has been a boon, especially to dietary workers who sparked the protest and lost 10 days' pay even before the suspensions were handed down.

"Everyone is extremely appreciative of the membership's support



and how quick units were to respond," said Fenger.

Besides the defence fund, the RCH unit contributed \$4 an hour after the first shift to everyone

who took part in the sit-in. In addition to dietary staff, that includes workers in the laundry, transportation, clerical, housekeeping, medical records, purchasing, radiology, maintenance, emergency, bio-medical engineering, medical transcription, ambulatory care and long-term care departments.

HEU unit members voted unanimously to reject recommendations on the suspensions handed down August 13 by Industry Troubleshotter Dalton Larson.

Larson recommended that all one and three-day suspensions be sustained. For those who received more than three days, however, he recommended they be reduced to three days with the exception of two employees. Larson recommended that one 10-day suspension be reduced to four days and another four-day suspension be sustained.

Jack Gerow, HEU secretary business-manager, says the vote indicates that HEU members solidly oppose management's posting policy and arrogant discipline tactics.

"It's bizarre that management thinks it can invent policies out of thin air and then impose them unilaterally," said Gerow. "We'll be making every effort to fight these arrogant, Alberta-style attacks on health care workers and their collective agreements."

Gerow said the issue will be referred to arbitration.

Recipients of the RCH Defence Fund received contributions from the following units:

| | |
|--------------------------------------|------------|
| Armstrong Unit | \$ 25.00 |
| Port Alberni Unit | \$ 200.00 |
| St. Vincent's Unit | \$ 500.00 |
| Haro Park Unit | \$ 100.00 |
| Nanaimo Unit | \$ 100.00 |
| St. Paul's Unit | \$ 200.00 |
| Kelowna Unit | \$ 200.00 |
| Tofino Unit | \$ 33.00 |
| Port McNeill Unit | \$ 100.00 |
| Arbutus Unit | \$ 100.00 |
| Buchanan Lodge Unit | \$ 20.00 |
| Lytton Unit | \$ 100.00 |
| Salmon Arm Unit | \$ 100.00 |
| Oliver Unit | \$ 100.00 |
| E. Henneberry | \$ 75.00 |
| Burnaby Unit | \$ 50.00 |
| Delta Unit | \$ 150.00 |
| Kimberley Unit | \$ 100.00 |
| Smithers Unit | \$ 25.00 |
| Grand Forks Unit | \$ 200.00 |
| Fellburn Unit | \$ 50.00 |
| Mountain View Lodge Unit | \$ 100.00 |
| Campbell River Unit | \$ 100.00 |
| Penticton & District Retirement Unit | \$ 25.00 |
| North Shore Unit | \$ 50.00 |
| Cowichan Int. Care Unit | \$ 200.00 |
| Parksville Unit | \$ 100.00 |
| Central Park Unit | \$ 300.00 |
| White Rock Unit | \$ 200.00 |
| St. Jude's Unit | \$ 50.00 |
| West Vancouver Care | \$ 50.00 |
| Invermere Unit | \$ 100.00 |
| Holy Family Unit | \$ 100.00 |
| Swan Valley Unit | \$ 50.00 |
| Sunset Unit | \$ 20.00 |
| MSA Unit | \$1,000.00 |
| Finnish Manor Unit | \$ 85.00 |
| Penticton Unit | \$ 300.00 |
| Lions Gate Unit | \$1,000.00 |
| M. Wayne | \$ 52.50 |
| G. F. Strong Unit | \$ 200.00 |
| Nakusp Unit | \$ 150.00 |
| Vancouver General Unit | \$1,000.00 |

Free Trade: A gamble Canada can't afford



The poker player has four cards face up on the table in front of him: two jacks, two sevens. He draws a fifth, looks at it, puts it face down and says, "A third jack — that's it, a full house."

"May I see it?" his opponent asks.

"Oh no," he says. "That's against the rules."

It could be a reel from a Marx brothers movie, with poker-faced Groucho playing the absurd role of card shark for all it's worth. Instead, the scenario is the very real game being played between Canada and the U.S. at the bargaining table on the issue of free trade.

Last year, former Premier Bill Bennett — the most staunch free trade supporter of all Canadian premiers — made the off-hand remark it was no coincidence that it was the Americans who invented poker. Or Las Vegas and Reno, for that matter.

This year, as negotiators move in earnest to lay out their cards

and wrangle their prospective deals, there is a growing fear among Canadians that most of the chips — and chicanery — are on the Americans' side in what is shaping up to be the biggest gamble in this country's history.

At the heart of the negotiations are these positions: The Americans want the level of government subsidy to industry in Canada dropped, and they want past the protective barriers, tariffs and policies included, that Canada has set up over the past century to protect its businesses and the social and economic well-being of its citizens. In other words, the U.S. wants what it calls a "level playing field" whereby all shall play by American rules.

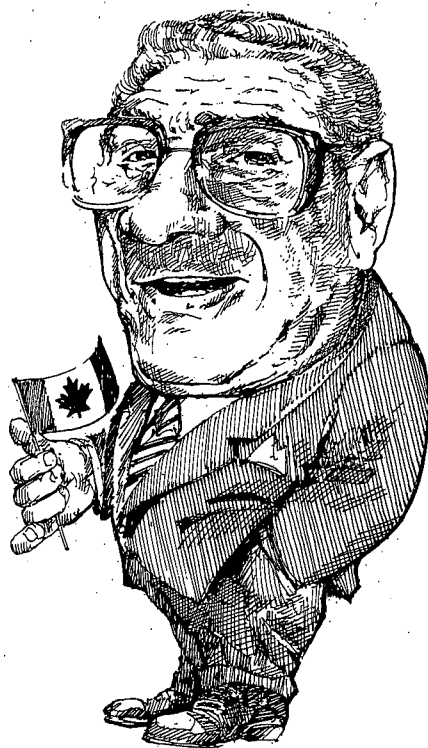
As Peter Murphy, the U.S. chief negotiator has so bluntly stated: "Everything will be on the table."

And that everything could be such uniquely Canadian institutions like medicare, old age pension, unemployment insurance and a host of industries ranging from manufacturing and established resources like forestry to our fledgling wine industry.

"To say we're apprehensive is an understatement," says Rob Donville, who runs a small winery in Osoyoos employing about 25 people. "Because the cost of production is so much higher here, we wouldn't stand a chance of survival if free trade went ahead."

Donville is typical of many Canadians who doesn't doubt Murphy's promise that everything — including government protection to keep the domestic grape business from being crushed — will be ruled unfair by the Americans at the bargaining table.

The beer and wine industries are among the most heavily protected in Canada, which producers con-



tend is essential to keep the suds and grape flowing. For example, the liquor control board mark up is 60 per cent higher on imported wines than on domestics, creating a price spread of about \$2 on even the cheaper brands of both to help keep out foreign competition.

Donville points out that Okanagan vineyards and local breweries can't be expected to compete on an equal footing with the U.S. for the simple reason that geography, climate and economies of scale all work against Canadians.

In the Okanagan Valley, for example, grape growers can squeeze about six tonnes of grapes from an acre; more planting would make the wines too vulnerable to the long, harsh winters. In the sunny valleys of California's Nappa region, an acre of vines yields nearly four times as much.

Without the tax cushions and marketing boards that set a standard sales price for grape growers, the people of B.C. could pay less for wine. But it wouldn't be made in

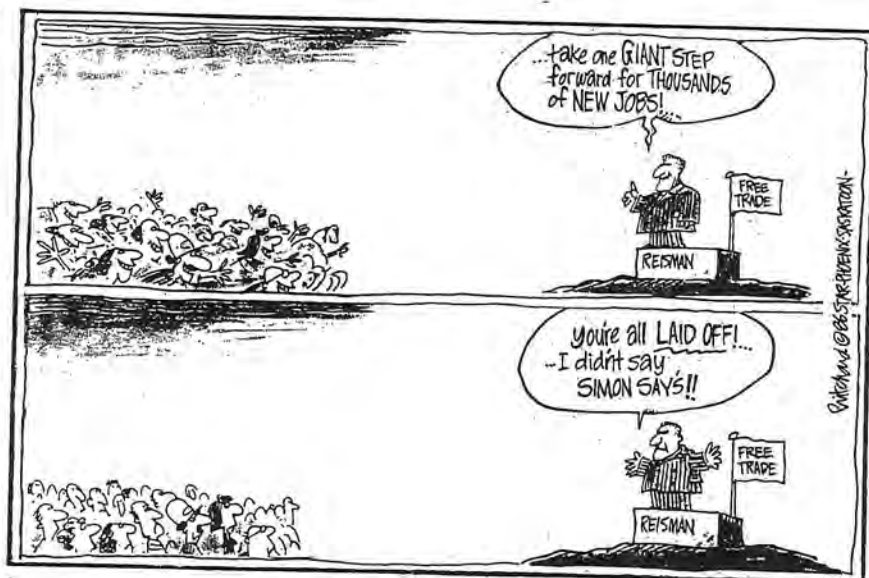
B.C., 2,000 people directly employed in the wine industry would be out of jobs and the \$200 million wine industry would vanish forever.

The same situation applies to farming, B.C.'s third largest resource industry and employer of 70,000 people. Removing the protection benefits of marketing boards and an array of tariffs would load the dice in favor of American producers who have the capacity to flood Canada with their goods, argue farmers. Declares Harold Allison, president of the B.C. Federation of Agriculture: "To allow U.S. producers free access would virtually wipe out the industry. We have made it very plain to the federal government that agriculture can't be traded off. It's up to us to make sure we aren't shuffled off."

But shuffling off concerns expressed across the country is exactly what the Conservative government has been doing since it embarked on its plan to plunge Canada into the fierce, survival-of-the-fittest American market. And in so doing it has sanguinely ignored the unequal effect it will have on specific industries, regions and various groups across the country.

We already export about 75 per cent of our products to the U.S. And by 1987 it's expected that about 80 per cent will enter the U.S. duty-free anyways under existing international agreements. Why then are the Tories pressing so hard for free trade?

According to the conservative philosophy put forward in the multi-million dollar Macdonald Commission that laid the groundwork for the free trade talks, job creation and any improvement in our standard of living depends on the corporations and particularly on greater links with the U.S. As we increase our share of the largest market in the world, goes the reasoning, the result will be a dramatic jump in jobs, a stronger manufacturing base and an enormous boon to consumers.



Another argument is that because the U.S. is currently obsessed with a trade deficit totalling more than \$148 billion in 1985, Ottawa has to move quick lest growing American protectionist sentiments dampen enthusiasm for the plan. The Tory optimists all assure us this can be done — though they proclaim it in much more guarded tones since Murphy's famous statement — without giving up our social and cultural programs. And political sovereignty will be stronger to boot.

How all this translates into reality remains a mystery. The first argument has already been severely trounced by job loss studies by labor groups and Ottawa itself. The Ontario government, for example, has estimated a job loss of about 300,000 in that province's manufacturing sector alone as U.S. subsidiaries in Canada close shop and bring in cheaper goods from their own, much bigger plants. In total, the Canadian Labor Congress predicts nearly one million jobs in every facet of our economy could go down the drain as we're left to sink or swim in the competitive swamplands.

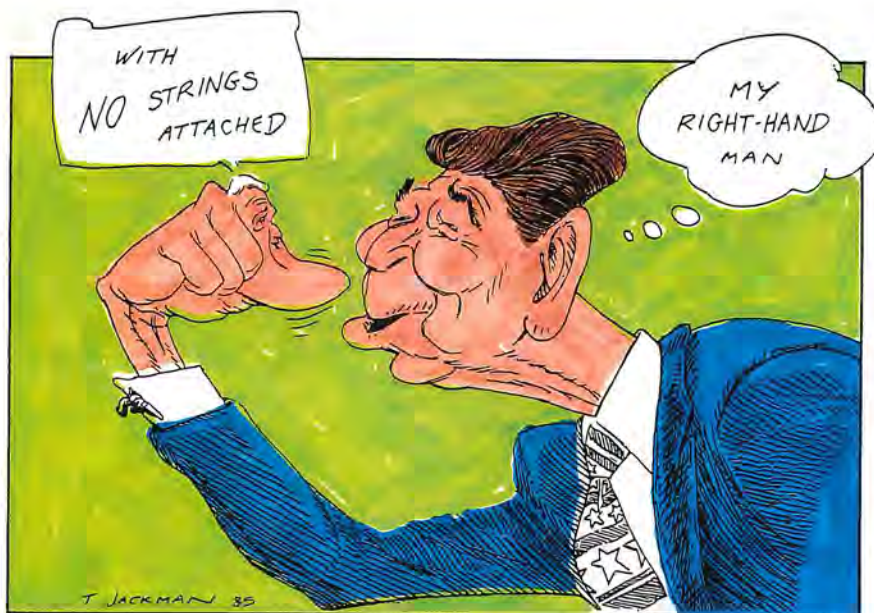
The federal government's pie-in-the sky projections haven't been borne out by its own commissioned studies either. In media stories this summer with headlines such

as "Free trade study results censored by Tory regime," it was reported that whole sections were mysteriously deleted. Those that remained corroborated independent studies on manufacturing job losses, particularly in the eastern provinces, and agriculture in the West. They also suggested that over-all gains from greater exports to the United States would be relatively minor in areas targetted such as machinery and utility industries.

The service sector is another area which has been given short shrift by the government. Accounting for 75 per cent of the Canadian economy, services are also growing in importance in world trade and many experts predict that it may soon exceed trade in manufactured goods.

Services which are traded internationally include tourism, banking, consulting services, transportation, communications, insurance, art, music, law, education and the health fields. The U.S. transnational corporations have found that rapid advances in communications and transportation combined with a less restrictive international economic system have made it easier to exploit cheap labor markets in poor countries.

Canada has so far managed to



avoid being swallowed up whole by non-tariff barriers such as government procurement policies which give preferential treatment to local service firms, restrictions on foreign banks and insurance firms and limits on the operations of foreign transportation and communications firms.

But despite this protection, high U.S. control of much of our industry has meant sectors like data processing, for example, have been nibbled away at. Statistics show that about 25 per cent of our data is being processed in the U.S., resulting in the loss of 180,000 jobs and millions of revenue dollars annually. Obviously, a removal of the protection level — and Canada's relative immaturity in the

high tech field — will mean even more dollars gobbled up by U.S. high tech companies.

The Tories' implicit faith in the market place as the cure-all for our economic ills has prompted the glib rationalization that Canada will be forced to become more competitive — a philosophy embraced by business moguls and high tech entrepreneurs rubbing their hands with glee at the prospect of immense profits in the offing.

Of course, the profits will be at the expense of workers who suddenly find themselves unemployed. And for those who manage to keep their jobs, many observers agree there will be considerable downward pressure to reduce wages and working conditions as part of the

"competitive" pitch.

Much of the current anti-union climate in the U.S. is a direct result of the dog-eat-dog mentality that low wages are good for the economy — and company profits — if not for the workers who earn them. Members of the new corporate elite are now some of the most passionate opponents of labor unions in the U.S. As a recent Business Week feature noted, "With the exception of corporate rejuvenators who have inherited unions, virtually everyone else in the service and high-tech areas will do anything to keep organized labor out."

Indeed, the statistics are ominous but not surprising in a country where its president insisted that only non-union musicians play at his inaugural party. In some states (mostly southern) the unionized workforce is only eight per cent with very low minimum wages and right-to-work legislation. Overall, the U.S. average is 18 per cent compared to Canada's 38 per cent.

Bud Clark, Canadian director of the 30,000-member Amalgamated Clothing and Textile Workers Union, sums up many a trade unionist's fear when he says, "We have no illusions but that free trade will mean disaster for our industry. All the big union-busting companies like J.P. Stevens in the deep south have to do to swamp the Canadian market is to put on an extra shift each day."

What else will it cost Canadians?

The free traders who claim that consumer goods and services will be cheaper have missed the boat entirely. True, most things will be a bargain, initially. For example, a study from the C.D. Howe Institute predicts that milk prices would fall by 40 per cent. Shoes and a sundry of other manufactured goods could be had for a considerably lower cost.

But how long can even the most insulated earners and consumers

continue to prosper while other workers — dairy farmers and factory workers alike — join the unemployment lines?

Ruth Lotzkar, president of the Consumers Association of Canada's B.C. division, is a supporter of lower prices for consumers. But she's not a supporter of free trade with the U.S. if it carries a cost to Canadians.

"When you look at the whole picture, it's clear the disadvantages

outweigh the advantages. People aren't going to be buying color television sets when they don't have a regular pay cheque," she says, pointing out that even those consumers whose earnings aren't sensitive to import competition will feel the crunch eventually.

A good example of the cost to the public of unfettered free enterprise and loss of economic control is transportation deregulation and the privatization of social services

in the U.S.

In order to compete with fledgling new-level carriers dotting the skies like carrion after passage of the Airline Deregulation Act in 1978, many established U.S. airlines found themselves penalized when they spent more money on safety than their lowest-cost competitors. The negligible safety standards endangering passengers did mean lower air fares, as it did the loss of 460,000 jobs.

In the last few years massive bankruptcies resulting from the cut-throat frenzy have enabled major companies like Eastern Airlines (just recently slapped with 7,800 violations of the minimum standards) to dominate the airways. And that means air fares have once again begun to soar, wiping out any cost-saving benefits to consumers.

This dismal track record hasn't deterred the federal government from jumping on the deregulation bandwagon and selling off crown corporation De Havilland Aircraft to the U.S.-owned Boeing or the Northern Transportation Co. to a group of multinationals at fire-sale prices. This summer's sale of Canadair Ltd. has furthered the trend, to be completed only with the sale of Air Canada. And according to a recent Financial Times article, placing that airline on the auction block is "in the air."

With the decimation of foreign investment control, public institutions such as hospitals will be up for grabs with the lowest bidder taking all. That means if you survive a plane crash you can recuperate as best you can in a U.S. style for-profit hospital with a skeleton staff, inadequate equipment and a bill designed to make a healthy wallet a mere shadow of its former self. Rampant privatization, long a political religion in the U.S., has effectively created a two-tier health system, one for the rich and one for the poor. By leaving ourselves at the mercy of the market system, the same could happen in Canada.

Another good example of what

10 GOOD REASONS

for private and public sector workers to oppose free trade with the United States:

IT'S NOT FREE!

- ▶ 1. JOBS, JOBS, JOBS
- 2. CANADIANS MAKING CANADA'S DECISIONS
- 3. DEREGULATION
- ▶ 4. JOBS, JOBS, JOBS
- 5. CONTRACTING OUT
- 6. MEDICARE
- ▶ 7. JOBS, JOBS, JOBS
- 8. CANADIAN SCHOOL TEXT BOOKS
- 9. YOUR COMMUNITY AS YOU KNOW IT
- ▶ 10. JOBS, JOBS, JOBS

To add your voice to the campaign against free trade, clip the coupon and give it to your workplace union representative to forward to the Ontario Federation of Labour Committee Against Free Trade, Suite 202, 15 Gervais Dr., Don Mills, Ont. M3C 1Y8.

Free trade will cost me, my family and my community. I don't want that to happen. So . . . ,

- ☐ You can count on me to help with the campaign through my labour council;
- ☐ Send me more information about free trade and the campaign against it;
- ☐ I'll be at the demonstration for jobs and against free trade, Saturday, April 26, 12:00 (that's noon) at Queen's Park, Toronto.

Name _____

Address _____

For more information, contact your local Committee Against Free Trade through your labour council.

free trade means in practice that affects the health care field is the new drug patents bill to be read in the House of Commons this fall. If it passes, the U.S. multinationals will have a 10-year monopoly on brand name drugs that are now produced by Canadian manufacturers in generic form at half the price charged by U.S. manufacturers.

There's no sugar-coating on this pill. The bill, a result of the pressure by the multinationals, will mean Canadians will pay double for prescription drugs and sound the death knell for thousands of jobs.

As for the protectionist argu-

ment which has propelled Canada's bullish free trade negotiator Simon Reisman into the U.S. "fast track" talks, we in B.C. have had a bitter dose of the free trade medicine ladled out by the Americans.

The hefty 35-per-cent tariff slapped on cedar shakes and shingles has virtually fed the shake industry to the buzz-saw and threatens to cost up to 4,000 jobs. On the volatile timber front, the U.S. Senate has capitulated to local lumber lobbies and filed a petition to impose a 27-per-cent duty on softwood exports. Again, up to 7,000 jobs are on the line.

The protectionist fever and retaliation measures are a direct result

of the Americans bid to shore up its own ailing industry riddled with mill closures and layoffs. And they feel that low Canadian stumpage rates — the fees charged to harvest trees on Crown land — amount to an unfair subsidy. As a recent Business Week editorial put it, "Many businessmen and members of Congress feel strongly that the U.S. is a free trade patsy in a world of protectionist pickpockets."

The B.C. lumber industry, with about 60 per cent of its exports going south of the 49th parallel, are understandably worried about the squeeze. So they think free trade will save them once and for all.

Not so, says Ken Hansen, a researcher with the B.C. Federation of Labor who points out the free trade deal struck between the U.S. and Israel last year safeguards the U.S. right to impose countervailing duties — duties against products that it considers unfairly subsidized. And because Canada's trade with the U.S. is so much larger than that of Israel, retaining the right to retaliate would be much more important to the U.S.

"What constitutes unfair is clearly up to the Americans. If they feel our environmental regulations or labor legislation are too tough they'll go. In fact, there

won't be anything safe from their scrutiny," he says.

The drain on the public purse caused by massive unemployment could be staggering. And providing a million displaced workers with even the minimal short-term relief of unemployment insurance benefits would require almost doubling the government's \$3 billion annual UIC budget.

But there's no guarantee that even UIC would survive the determined onslaught to harmonize our social policies with those of the U.S. Indeed, a recent U.S. tribunal ruled that UIC benefits paid to Atlantic fishermen are unfair and slapped a countervailing duty of 5.8 per cent on groundfish. Old age pension, medicare, family allowances, minimum wage laws — all designed to cushion us from the worst effects of the marketplace — could also come under fire as giving us an "unfair advantage."

The doom and gloom predictions also spread to our sovereignty as a politically moderate Canada is pitted against its largely reactionary southern neighbor. Boasting about his "special relationship" with Ronald Reagan, Brian Mulroney may have overlooked the fact that the capitalist marketplace does not play favorites. Already he has tried to ingratiate himself as a "good neighbor" by

keeping mum about nuclear testing and aggression in Central America, supporting U.S. production of chemical weapons and the bombing of Libya and giving the green light to cruise missile testing and NORAD.

Observers agree it's clear that the government's decision to engage in free trade talks could put Canada on the path of no return, creating an economy and a society that's completely dominated by the U.S.

So what's the alternative?

According to many economists, the key to Canada's economic and social prosperity lies in developing an inward-looking economic strategy as opposed to increasing our reliance on the U.S. This could take the form of increased public ownership of key resource sectors, public ownership of banks and innovative job creation programs to ensure a more equitable distribution of wealth prevails.

Instead of remaining a hewer of wood and drawer of water as B.C. in particular has done, the task ahead will be to study just how we can process more of our resources before they're exported. And it's clear that Canada will have to look at ways to expand trade ties with other other countries, particularly those in the Pacific Rim.

Canada's top salesman has water on the brain

Who is Simon Reisman and why is he so anxious to sell Canada down the river?

The chief negotiator in free trade talks with the United States sits on B.C. Packers' board of directors, pockets \$1,000 a day and favors water exports to our southern neighbor.

The gravel-voiced Reisman — a former deputy minister of finance — is a veteran of George Weston's corporate board. As a member of the Weston board, Reisman helps

oversee B.C. Packers in Pacific Canada and Connors Bros. Ltd. on the East Coast.

While Canadian processors make guarded comments about free trade, Reisman is its strongest partisan. His link with the fishing industry has not blunted his willingness to trade anything — even our water — with the U.S.

Reisman told the Vancouver *Sun* that, in his opinion, "Water will be

the most critical area of Canada-U.S. relations over the next 100 years. How quickly this issue develops and how much attention is paid depends on how critical the Americans' water shortage is."

Reisman is also a partner in an Ottawa consulting firm that is advising the Grand Canal Co. of means to turn James Bay into a fresh water lake and ship the water to the U.S. through a \$100 billion network of canals, dams and tunnels.



SPEAKING OUT

Say "no" to deregulation

By Jeff Rose
National President, Canadian Union of Public Employees

Supporters of deregulation have been quite successful in recent years in convincing many Canadians that society would function better, that society would be healthier and more efficient, if the "heavy hand" of public regulation were removed from the marketplace. The task of answering this dangerous and simplistic dogma has fallen largely to the labour movement.

Gradually, since the turn of the century, governments and government agencies have established a system of regulations in Canada. These regulations have been enacted for a very good reason — the fact that the public interest was not being served by the workings of the marketplace. "Free enterprise" had to be restrained — limits had to be placed on certain activities of business and of individuals — because free enterprise consistently failed to take account of people's concerns, social concerns. This is true whether we are talking about prices, product quality, pollution, workplace safety, consumer safety, public health, or many other factors affected by corporate behaviour. That's what regulations are all about.

What *deregulation* means, on the other hand, is higher prices, lower quality, and less protection and safety for the public. It also means undermining unions and collective agreements. The names may change — "enhancing competition", "regulatory reform", "dere-

gulation" — but the results are the same.

Airline deregulation in Canada is not nearly as far advanced as it is in the U.S., but the same concerns are already present. Flight attendants (most of whom become CUPE members in November, when our merger with the Canadian Air Line Flight Attendants' Association is completed, and the CUPE Airline Division is inaugurated) tell us that the Canadian airline companies' demands for longer hours of work and less rest for flight crews, for example, have possible serious implications for the safety of their passengers.

Turning now to the potential effect of deregulation on workers and their unions, the impact could be enormous. Increased competition (and in some cases, just the threat of increased competition) gives employers a very strong opportunity and a very strong incentive to demand wage and benefit concessions, longer hours, flexible job descriptions, and cuts in the work force. Union members have a tough time fighting back when they know what without concessions, their employer will lose part or all of its market share to their low-cost, non-unionized competitors, and that means the end of their jobs. It's raw, economic blackmail, the law of the jungle taking hold of our workplaces.

Deregulation may slightly lower the costs of some services to consumers (although experience in the United States suggests even that is highly questionable.) But at what price? Do Canadians want to save a few dollars on airfares at the expense of safety, and at the expense of decent wages and

decent working conditions for the airline work force? We don't think so. We think Canadians are being sold a bill of goods on deregulation, and it's up to us in labour to tell them the whole story.

That's why the CLC in general (and CUPE in particular) are mounting major campaigns against deregulation this Fall. The campaigns will attempt to convince our memberships and the public at large that deregulation, along with the accompanying government moves toward free trade and privatization, will lead not to economic prosperity for all, but to increased wealth for a few, and to a lower standard of living for ordinary Canadians.

While the campaigns will be spearheaded by unions in the transportation industry, the fight will only succeed if it is taken up by *all* trade unionists — health care workers, government employees, construction trades, industrial workers — workers from every sector and every region. Deregulation does affect us all. It affects us as consumers, as workers, and as trade unionists, weakening us and endangering us in all three areas. A deregulated society is not the society working people in this country have fought for decades to build.

It's true that we in the labour movement face an enormous challenge in turning the deregulatory tide around. But it's in our members' interests that deregulation be stopped. This will not be easy; it will take time, patience and commitment. But the labour movement is taking up the challenge as we have many times in the past, and through unity, I'm convinced we can succeed.