Ready for action

Delegates to HEU's 17th Biennial Convention set the union's course for the coming decade and laid the groundwork for bargaining in 1991.

Saving Royal Inland

When HEU members at Royal Inland Hospital decided to fight lay-offs, they found their entire community ready to help.

DEALING WITH MEXICO

A B.C. trade union delegation forges links with Mexican workers who see no benefit for their country in a new free trade agreement.
January local meetings will set pace in '91

D EMOCRACY and accountability will be the order of the day at the January local meetings of the Hospital Employees' Union. HEU members in 247 health care facilities throughout British Columbia will elect more than 2,000 local leaders.

In any year the job of a local executive member is an important one. But in a bargaining year when we have to renegotiate our collective agreement, it's vital. All of our contracts expire in 1991, and 1991 is a major bargaining year for the Hospital Employees' Union.

The key to winning real gains in our 1991 contract lies in our strength at the local level. It cannot be stressed enough that as many HEU members as possible must participate in the January elections — whether as candidates, or to cast their ballot at the local meetings.

Our members must know and understand where their union is going. They must be a hand in selecting each other. The union has a local leadership that holds their confidence and respect.

The union recognizes the central role local executive members play and makes sure that the necessary training and support are available to them through annual table officer conference.

COMMENT

BY CARMELA ALLEVATO

The Hospital Employees' Union heads into this bargaining year with a significant agenda. Our Wage Policy Conference established important prerequisites for our new contract. One of them is to eliminate the wage discrimination that exists in our industry on the basis that the week that our members perform has traditionally been regarded as women's work — and historically women's week has been undervalued.

The HEU bargaining committee has begun discussions with the Health Labour Relations Association on ways to make sure that our sisters and brothers in 1991 are rewarded for their efforts.

There are other significant tasks that face us early in this New Year: Co-ordination among the three health care unions remains a top priority. Our Hospital Employees' Union, the B.C. Nurses' Union and the Health Sciences Association meet in December to discuss joint strategies for 1991 bargaining.

Very early in January, we expect the B.C. Federation of Labour will call a meeting of the three unions to discuss the federation's picketing policy and the essential services policy. But the most important priority for us remains harnessing the strength of the membership. Our union is under no illusion about the job at hand.

Health care employers carry out the marching orders of a Provincial Cabinet that is hostile to workers and to public health care. The 17th Biennial Convention gave the newly elected Provincial Executive the mandate and the resources to carry out this priority.

And the January local elections are a significant factor in achieving this priority. I am confident that this year we will see the wildest membership participation ever in the January local meetings and that once again outstanding leaders will be selected.

I would like to close by extending my personal holiday greetings to all of HEU's members, local officers, shop stewards, provincial executive members, staff and officers and families and friends. Together we will make 1991 a rewarding and successful new year.

* Allevato is the HEU's secretary-business manager.

The Guardian welcomes letters to the editor. Please be brief.

Write to 23006 W 10th Ave, V5Y 9S9 or leave your views on the HEU Guardian Nudins, 734-5311.

Guardian

"To humble dedication to all those we will be like."
What were we to do?

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

Evergreen raises $1.500 for Alzheimer Society activities

HEU's Evergreen local can be proud of the results of third annual Garage and Bake Sale. After the Sept. 8 event, the local was able to present the Alzheimer Society of BC $1,500 for research. Chairperson Kathy Dilming reports that four members of the Good and Suits Committee spent an evening taking $80 for the event. "On the day of the sale, a senior donor set aside her care while she organized the merchandises," Dilming says. "only to be surprised that her care has been mistreated and she came to deliver the care. She was fully returned her 25 cent purchase cost." Alkmus says, "18 meeting room, Sec./Tres, chairperson of the Good and Suits Committee accepted the cheque from Sharon, chairperson of the Good and Suits Committee. Other committee members are Sandra Cowling, Diane Cook-Armstrong, Karen Tovey, Gloria Berkley and Iden Tovey.

New location for Okanagan HEU office

Effective Dec. 13, the HEU Okanagan office moved to Suite 100, 165 Dougall Road, Kelowna. The new telephone number is 250-861-4578. Fax number is 250-861-0811.

Ponderosa fails in bid to muzzle HEU activist

Attempts by a Kamloops long-term care employee to muzzle and intimidate an HEU member who spoke out before the Royal Commission on Health Care have failed. The Nov. 23 suspension of Penderosa lodge representative Fernando Macias by Ponderosa Lodge was reversed by the judge for failing to answer questions about her testimony. But it has been suspended. She took her story to the floor of the B.C. Federation of Labour convention in Vancouver where she told delegates that she had been suspend- ed for telling the commission about violence toward health care workers, staff shortages and lack of supplies. The province-wide union covers over 400 employees at the problems at Ponderosa Lodge. The Ponderosa Lodge has informed the HEU that Macias's file will be cleared of all references to the incident in response to a Royal Commission request that the suspension be lifted. Macias received a standing ovation from federation delegates after she thanked them for support in getting the suspension lifted.

A STOP THE CUTS leaflet, endorsed by a dozen community organization leaders, was included in the local MLA Claude Richard's advertisement to convince local MLA Claude Richard to take additional funding for Royal Island. "MLA's try to soothe unions on LHU cuts" observed the Kamloops Daily News in a Nov. 5 story. The paper failed to note that MLA Bill Smith didn't support the funding request. The government quickly ordered a Royal Island funding review to determine whether the hospital is receiving adequate funding for a regional referral centre. As this Guardian went to press, however, the layoffs were proceeding.

Health Minister John Jansen hasn't responded to the clear message from every sector of the community that the health care service cuts be reversed. "The minister has turned a deaf ear to Kamloops, notes HEU Secretary Business Manager Carmela Allevato. "It simply isn't logical to cut services in the midst of a hospital review."

The continuing Royal Island budget crisis brought the largest crowd the Royal Commission on Health Care has seen to date at November hearings in Kamloops. Some 30 to 40 supporters of the hospital marched with signs and chanted "Stop the cuts Save Royal Island!" Another 150 Royal Island supporters filled the hearing hall. Numerous Kamloops residents demanded a step to cut in submissions to the commission while NDP leader Mike Harcourt told marchers at the outside rally that the Socred government has confused spending priorities.

Sign up for the free weekly email newsletter:

Jennifer Rayment, chairperson of the HEU's local 240, and Ron Anderson, chairperson of the HEU's local 245, would you like to subscribe to the HEU's free weekly email newsletter? Email us at newsletter@heu.org.

Kamloops unites to fight Royal Island cutbacks

KAMLOOPS — When health care workers at Royal Island Hospital found their jobs threatened by budget cuts and beds closures, they turned to the community for support.

The result was one of the biggest health care campaigns this city has seen. Not only was the hospital workers message — "too many cuts, not enough layoffs" — endorsed by numerous community leaders, it also forced action from Sacred MLA Claude Richard.

Kamloops residents have ample reason to be concerned. Health care providers have cautioned that the plan to close 82 beds and lay off some 25 staff members will be a huge blow to a health system still reeling from the closure of the 40-bed ward in 1999.

When HEU members heard the news, they were attending the union's biennial convention in Richmond. A quick strategy session with local leadership produced a three-part plan.

First, the union demanded a review of the cuts and a freeze on layoffs until the review was complete. Secondly, HEU joined forces with HEU and the NCU to demand a meeting with local MLA's. Third, the three unions adopted an aggressive public relations campaign to build support.

Momentum for the union battle against the cuts was spurred at the HEU convention. Some 470 delegates enthusiastically responded to passionate appeals by Royal Island worker Paul Bailey and local chairperson Kathy Jasome. An emergency resolution vowing to restore the beds and save the jobs passed unanimously.

The three health care unions, who agreed October 26 to form a common front to oppose the bed closures, jointly organized an information campaign geared to winning broad-based community support. Within 30 days, more than a thousand Friends of Royal Island supporters were sponsoring union produced SAVE ROYAL ISLAND buttons.

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What we're up to...

BARGAINING PREPARATIONS: Within days of HEU’s biennial convention, the Bargaining Committee went last session to work the Wage Pol.

ence and resolutions into final shape. The sessions featured a special seminar on Pay Equity by Maureen Kilgour (right), former Health Care Pay Equity Co-ordinator for Manitoba and Irene Harris (centre), equal opportunities rep for CUPE Ontario. Both sides have agreed to continue talks.

May Bennett members take strike ballot to back bargainers. Twenty HEU members at Ketton's May Ben-

nert Home for Seniors checked out an 85 percent strike mandate Nov. 26 in the latest round of their long struggle for a first agreement.

The long-term care workers joined HEU in June and have been seeking HEU contract conditions ever since.

Their employer, Central Okanagan Health Care Society, at first delayed talks, then unilaterally imposed a re-organization of the workers' jobs.

Among the changes was a virtual deletion of the jobs of union activists.

The May Bennett workers went public with their concerns, taking out an ad in the local daily paper charging that their employer seemed deter-

mined to provoke a con-

frontation just before Christmas.

Although a strike is that “last resort,” the strong vote had an impression on manage-

ment to speed up the time for a meeting Dec. 5 with the HEU and mediator Victor Ready. Further talks were scheduled for Dec. 15 and 16.

more applications have

been turned in to the govern-

ment’s pesticide licen-

sing agency. In the past, a

Guardian now.

all on recycled paper

with this issue. The Guardian is printed en-

tirely on recycled paper.

In 1990, the Sea to Sky region added its voice to those of many Sunshine Coast
tourism, community groups and concerned citizens who oppose the use of pesticides and herbicides in the forest industry. A major public hearing on outdoor uses of forest products occurred in November from more than 300 residents who di-

agreed with the position of Vision and other
groups.

We wrote on behalf of the Sea to Sky residents and their families," says Secretary/treasurer Linda Mostey.

"improving our community is a major goal," he
to create jobs to go to mar-

The local incentives program has been de-

bargain main to the

bargaining table.

The HEU will discuss the issue in the future.

Allevato replied, but the union will decide on the bargaining table and what comes out.

“If HEU wants to take it off the bargaining table then they’ll have to make a deal. They’ll have to give in on the backs. It’s not a converted, mystical process.

The union challenged HEU, CCOEA and Pivaco employers to bargain pay equity earlier this fall after the Social Credit government’s announcement of the implementation of pay equity for government employees.

The provincial government is relying on a job evaluation process to determine pay equity improvements.

Allevato rejected Austin’s suggestions that pay equity is so complex that it has to be resolved in some “rational, reasonable forum” away from the bargaining table.

Wherever it is discussed, she said, pay equity remains HEU’s top bargaining issue. Job evaluation processes used in other areas are not adequate to bring pay equity to health care workers, who must do the entire job of health care is underval-

Bargaining for a new master agreement between HEU and HEU will begin early in 1993. The extant

agreement expires March 31, 1993.

Mt. St. Joseph cuts enrange multicultural groups

Joint action by the four health care unions at Vancouver’s Mt. St. Joseph Hospital in late November sparked a province-wide lobby attack on cuts in health care services at the hospital.

A $500,000 Mount St. Joseph debt prompted the hospital to lay off B.C.’s only multicultural health co-

The union has recently joined forces with HSRA and BCNU members at the hospital to organize to retrench and fold funding.

A stop-the-presses letterhead endorsed by a union-organized member-coalition including the largest multicultural health-care provider, was distrib-

uted at a Nov. 22 ceremony marking a $10 million hospital expansion project. A copy of the letter and a letter opposing the cuts was given to Sacred MLA Grace McCarthy and health minister John Jansen.

Mount St. Joseph executive di-

rector Bruce Harber has requested additional provincial government funding, but his request has been denied.

Union presses HEU to implement CSD awards

The HEU moved on two fronts last month to ensure that union mem-

bers receive the full benefit of re-

cent reclassification awards and are not obstructed in union efforts to dispute job descriptions.

In a letter Nov. 14 to the Health Labour Relations Association, HEU secretary-businessman Carmel

Allevato condemned the refusal of hospital employers to imple-

ment last summer’s upgrading of CSD awards.

The failure of several hospitals to implement the award led to job ac-

tions and protests at several other Lower Mainland facilities during the fall.

To force compliance, the union has launched a policy grievance, seeking a declaration that any re-

classification decision will automatically apply to all workers in sub-

stantially the same job on the same date of an award.

Allevato rejected the employers’ view that the decision applies only to workers who had already filed a job review request.

In the union’s view, once a posi-

tion has been upgraded all employees in the position “ought to

be reclassified as of that same date.

To hold otherwise "would lead to a discriminatory and grossly unfair result," Allevato said.

The union has notified many mem-

bers affected by the award to file (individual grievances if they have not already been processed.

At the same time, HEU is seeking quick action by the HEU to overt- long delays in resolution of disputes involving job descriptions. In the past, such disputes have been allowed to resolve at arbitration.

But in a recent decision, arbitr-

ator Don Monroe has ruled that such disputes must be decided by a Clas-

sification Referee under the con-

tract’s Maintenance Agreement.

The decision means that griev-

ances arising from job descriptions cannot go to arbitration. They would be forced to go to the same evalu-

ation process that, where al-

ready is backlogged.

The union is seeking agreement from HEU to reduce or to add a Classification Referee to ensure existing cases are handled as quickly as possible and no backlog devel-

ops.

HEU ready to meet with HEU on pay equity issue

The HEU will meet hospital em-

ployers "anywhere, anytime to dis-

cuss giving our members pay equi-

ty," union secretary-businessman Carmel Allevato told report-

ers Nov. 26. Allevato was responding to an announcement by Gordon Austin, president of the Health Labour Relations As-

sociation, that his 180 membership facilities were ready to bar-

gain pay equity "away from the bargain-

ning table."

The HEU will discuss the issue in the future.

Allevato replied, but the union will decide on the bargaining table and what comes out.

“If HEU wants to take it off the bargaining table then they’ll have to make a deal. They’ll have to give in on the backs. It’s not a converted, mystical process.

The union challenged HEU, CCOEA and Pivaco employers to
Labour

B.C. Fed to review 'slate system' of election

Some 1,000 B.C. Federation of Labour convention delegates endorsed the federation's unity slate of officers at the annual convention in Vancouver Nov. 28, but concern about the federation's slate system prompted the promise of an executive review.

Under the so-called slate system, the incumbent officers and executive council agree on who will be supported for officers' and executive positions at the convention. Since "breaking the slate" without prior endorsement is very difficult, some unions feel the system needs review.

The Hospital Employees' Union supported a controversial Health Sciences Association resolution calling for a review of the election process.

(In Saskatchewan, the labour federation has eliminated its old Slate System.)

Debate on the resolution was long and heated. The resolution was ruled defeated in a close vote but procedural protests prompted re-elected federation president Ken Googrell to announce later that a review would be undertaken and included in next year's executive report.

In the subsequent elections, HEU secretary-business manager Carmela Allewato was re-elected as a federation vice-president and HEU president Bill Macdonald was re-elected as an executive council member.

PROUD AND ANGRY: South African hospital workers, some carrying placards reading "Money for Medicine, Not Guns," march in Durban during their successful and historic spring strike. AFP/REUTERS IMPACT PHOTOS.

Militant South African hospital workers score breakthrough in tough strike

It didn't make the news in Canada, but when 31,000 black South African hospital workers walked out on strike last spring, they struck a major blow against the apartheid regime.

The members of the National Education, Health and Allied Workers Union struck 17 major hospitals for 30 days in the first job action by black workers against the South African government health service.

They won an end to so-called temporary work status which robbed 30-year veterans of any rights and security. Their contract protects the right of pregnant women to keep their jobs and more.

The victory came after a 30-minute phone call from Nelson Mandela, of the African National Congress, to government officials responsible for health care.

Members of Local 1399, the New York hospital workers union which is affiliated to the Retail, Wholesale and Department Store Union, in raising funds for their South African brothers and sisters.

— 1399 News

WHAT WAS SAID

"Mothers are finding a way to beat the jail house blues and contribute to the economy and the environment at the same time by returning industry to the home.

As some first time mothers can readily testify, a newborn child who sleeps 18 to 20 hours per day, although wariscome, does not require constant attention, thereby resulting in a few hours in the day that cannot be adequately filled by vacuuming the carpet twenty times in the space of an afternoon.

In order to alleviate some of the boredom and provide a secondary income to the family cobbers, women are establishing single cottage industries in their homes ranging from the production to the distribution of homemades and environmentally safe products."

THE RICHMOND TIMES

Published on Nov. 6, 1980, to introduce a Bill Wender Zalm column, in which he sang the praises of small at-home businesses which reduce demands for daycare.

B.C. Fed focuses on women's issues

A spirited delegation of some 150 HEU delegates helped push health care and women's issues to the top of the agenda at last month's B.C. Federation of Labour annual convention in Vancouver.

"There's been a big change in the federation," noted HEU president Bill Macdonald, pleased that the HEU delegation had positively influenced the five-day event. "It was a quiet convention but a lot of our issues were dealt with." The HEU rejoined the federation in 1985.

Passionate debate provoked by the federation's women's rights committee report surfaced as a convention highlight. The report, describing a disturbing range of assaults against women over the last year including the Montreal killings, sparked an extended discussion of violence against women.

Carmela Allewato, HEU secretary-business manager told delegates that violence against women has increased during the last 10 years and must be stopped. She said existing wage and economic discrimination suffered by women workers must also be viewed as expressions of violence.

The women's report said the cutting of $1.6 million from the Secretary of State's women's program "cut the lifelines which supports women's centres and publications and connects social activists across the country.

Delegates supported an emergency resolution calling upon governments to establish Dec. 6 as a national day of mourning. "It's important that we set aside a day to remember this issue," said John Shields of the B.C. Government Employees Union.

Other issues raised by delegates of particular HEU interest included calls for increased government health care funding, pay equity and the wider use of the team nursing strategy. Adele Tomaszewicz, an HEU St. Paul's Hospital LPN at a first time delegate, told the convention that health facilities are laying off LPNs despite the shortage of registered nurses.

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Ready for action!

From the opening gavel Oct. 29, to the final chorus of Solidarity Forever, the 17th Biennial Convention of the Hospital Employees Union was all business.

The first item on the agenda was a full review and assessment of the union’s finances.

Delegates devoted almost an entire day to a series of changes to the union’s dues structure designed to prepare the way for effective bargaining in 1991.

Then it was on to debate bargaining demands for the coming round of contract talks.

HEU’s financial house in order, LaPlante tells delegates

THERE WAS NO DOUBT what the top priority was for HEU convention delegates Nov. 29 as the union’s annual convention began.

They wanted to talk about money — how much the union has, how it utilizes its resources and how to ensure that HEU is ready to meet any potential for collective bargaining.

Delegates underscored their concerns by amending the agenda to make the financial report, prepared by financial secretary Mary LaPlante, the first order of business.

Her line by line analysis of the union’s audited statements came down to a simple conclusion.

“We do indeed have a cash flow shortage,” LaPlante told delegates.

By the end of the morning, delegates had agreed, endorsing a dues increase which will increase general revenues and build a strike fund.

Although HEU has added 26 locals and several thousand members since the 1989 convention, the demands for services have grown even faster.

“WE’re looking at the price of success,” LaPlante said. “With greater size comes more work and greater responsibilities.”

Since our last convention we’ve been through a tough strike and a federal election. We’ve participated in many campaigns, both at the workplace and in defence of our rights. In a sense, we’ve come of age.”

(LaPlante’s full report and the union’s audited statements were distributed to delegates. Full details are available from HEU local delegates and from the HEU’s Provincial Office.)

“Two years ago at this convention I spoke against a dues increase,” LaPlante said. “That has not happened at this convention.

Should the delegates decide they want the union to continue to provide the services at the level we now need, then the decision must be made to provide the solid financial footing needed to break new ground and continue to defend the members.

“It’s up to you to decide.”

Members are taking charge

HEU came through the 1989 strike with a renewed commitment to unity and co-operation among health care unions, secretary-business manager Carmela Allevato told union convention delegates Oct. 30.

But that commitment must be matched by political action, education and increased membership involve-ment if the union is to meet the challenges of the 1990s.

In a wide-ranging report on behalf of the provincial executive, Allevato declared that the union “is at a crossroads.

“For the first time we have an opportunity to prepare for bargaining knowing that our issues can be, if we want them to be, front and centre in the next provincial election.”

Defeat of the Social Credit government must be a key goal, Allevato said, because a breakthrough in that area will open the door to decent wage increases, better working conditions and pay equity.

To achieve these goals, she said, the union must pursue a strategy that puts the members in charge.

“It bears repeating that the Hospital Employe-ers’ Union is a union that belongs to the members,” she said, “totally, completely, absolutely. The role of all officers of the union, at all levels, is to see to it that the union is administered in accordance with the wishes and direction of the membership.”

SECRETARY-BUSINESS
MANAGER’S REPORT

For that reason, she said, the executive is committed to increased membership education. Communications will be improved through increased publication of The Guardian. Efforts are continuing to reduce still further the backlog of grievances and arbitrations.

At the same time, the executive is stepping up organizational efforts and implementing the conclusions of the Strike Review Committee.

Allevato’s report was adopted and her appointment unanimously ratified by the convention.

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**EDITOR'S NOTEBOOK**

By BRAD TRETER

**THE PROVINCIAL government's neglect of Royal Inland Hospital is very much the talk of the town in Kamloops these days thanks largely to the women and men who work at the hospital.**

Ken Priets, the efficient secretary-treasurer of the Kamloops HEU local, perhaps best reflects the defiant attitude demonstrated by representatives of the three health care unions since October’s bad news of layoffs and bed closures.

Over coffee in Kamloops soon after Royal Inland had announced more layoffs and cutbacks, Priets confided that he has had reservations about union involvement, especially in Kamloops where he says many people are skeptical about unions.

He said his union activities worry his family.

Yet, Priets has taken a front line role in the exhaustive union campaign to stop the cuts.

He was there to distribute union buttons throughout the hospital, and, on his day off, escorted a provincial office union representative on a hospital tour despite the close scrutiny of his hospital bosses.

But Priets’ continuing effort is only one example of wider participation.

HEU vice-chair Bernadette Harrison and shop steward Dianca Bernardo, left holding the fort in Kamloops during the HEU convention, held up under an enormous workload, processing a raft of grievances generated by the layoffs.

Local chair Kathy Jessome provided confidence and leadership, insisting the community should not tolerate the seemingly never-ending series of cutbacks and lay-offs.

The HEA’s Panny Math and Shirley Doreen, with help from others, recruited a small army of union members to distribute leaflets promoting the cause to thousands of households throughout the city.

And BCNU’s Joe Cunningham, Lois Costello and Eddy Warnor rounded out the impressive demonstration of worker solidarity.

Local HEU activists put in the defensive

**ON THE JOB**

From hockey to heavy lifting

An activity aide’s work is never the same

KAMLOOPS — A day on the job for Ponderosa Lodge employee Teresa (Terry) MacIsaac can include everything from swatting a hockey puck to maneuvering a resident in a wheelchair into a tiny public washroom.

As the job title implies, activity aide MacIsaac’s work day is physically challenging. MacIsaac, who worked as a nursing assistant for 12 years at Ponderosa before becoming an activity aide, says both jobs involve heavy lifting.

Her activity aide duties include planning and participating in in-house activities such as fitness programs, card

CUMSHAWA HEAD: Alfred Muma, an artist and chairperson of the Queen Charlotte City local, displays his large canvas of Cumshawa Head, a point of land sacred to the Hotéls.

we want to make an issue of this?"

Muma came to the Queen Charlotte when his wife Jen-

"I asked myself what I could do," he says. "I thought, 'I'm an artist. I've written letters but I'm not an artist.'" The result was

the Democracy Series, which evolved the struggle for labour rights in that period.

Muma's current paintings reflect his concern about the environment. A group show which included his work at the Queen Charlotte Islands museum last summer was dominated by his huge canvases of Cumshawa Head, a point of land on the Charlottes regarded as sacred ground by the Haida.

"The exhibition was a result of our failure to stop logging on Cumshawa," Muma says. Working with three other local artists including a sculptor (who flies a helicopter to make a living), a photographer (part-time teacher) and a composer, Muma helped to assemble an exhibition which gives a strong feeling for Cumshawa and its resources.

"There are only certain stands of good timber in the area and MacIsaac is doing a multi-use proposal," Muma says. "Cumshawa is still an enclosed eco-system and

put bowling and hockey for the facility’s 182 residents. "We’re usually there the last time we play too. They get right into it, sometimes a bit too much."

MacIsaac also accompanies residents on shopping and recreational outings where both resident and staff must cope with facilities not designed for persons who are handicapped.

There has been progress in developing accessible walkways and washrooms but these

is a way to go, says MacIsaac.

Increased job hazards caused by reduced staff levels and a higher percentage of residents unable to help themselves has forced MacIsaac and other members of the local’s safety committee to wage high profile workers’ safety campaigns. "There are too many back, neck and shoulder injuries."

But MacIsaac’s union activities have left the single mother of three children feeling personally vulnerable on the issue of her own job security. "I used to be known as quiet Terry. But now that my kids have grown up, I guess I felt it was time I got involved. They don’t like you much when you speak up."

Despite the hardships, MacIsaac finds satisfaction in her work with Ponderosa residents. "Especially if they’ve been sitting in a chair all day and something you do manages to get a smile out of them. Making someone laugh makes my day."

**GUARDIAN • December 1980**

**AFTE THE SHIFT**

Hospital job ticket to an artists’ life

Alfred Muma’s hospital job supports his work

For Alfred Muma, chairperson of the HEU’s Queen Charlotte City local, hospital work is a means to an end. Ask Muma what he does and he answers "I’m an artist!" Ask him how he does it and he’ll tell you "I work at the hospital."

As a member of the housekeeping staff at the 21-bed facility, Muma does all the usual cleaning tasks and handles grievances for members.

After the shift, you’ll find him in his studio.

Muma’s art reflects his life and the world around him. Writers to HEU’s provincial office may have seen a series of watercolours he produced and gave to the union at the height of the struggle against Bill 19 in 1987.

Muma was attending an officers meeting in Prince George when secretary-business manager Jack Genow received the news that HEU and other public sector unions were facing a writ enjoining them from launching a "criminal conspiracy" to take strike action against the legislation. (HEU succeeded in having the writ quashed.)

"I asked myself what I could do," he says. "I thought, 'I’m an artist. I’ve written letters but I’m not an artist.'" The result was

"I made an appeal to the [HEU] executive," Muma continues. "I said that if we could draw attention to the situation, we could prevent it and help the members who would be affected by Bill 19."

"I was not involved in the executive," Muma says. "I was a volunteer for a change. I set up a committee and the executive decided what we should do."

The result was
HER LAST CONVENTION
Convention delegates gave a warm send-off to Gwen Parrish, an activist for many years in the Vancouver General Hospital local who has served several terms on the union’s provincial executive and on the bargaining committee. Parrish is retiring from the industry.

POLICY CHANGE ON EMPLOYEE ASSISTANCE
HEU’s policy on participation in Employee Assistance Programs was amended by convention delegates after an intense and sometimes emotional debate. Past policy opposed participation in EAPs unless union control was assured and confidentiality guaranteed. The new policy allows participation where the local involved and the Provincial Office are convinced that the union’s concerns are satisfied and confidentiality assured.

FIGHTING ON TWO FRONTS
The battle with management continues even during convention, as Royal Inland delegates found when they faced layoffs. A quick strategy meeting included (left to right) Peel Basley, Henry Thordal, Brad Teeter (standing), Ken Prestes, Louise Currie, Carmela Allavato and Kathy Jessee.

An emergency resolution adopted by the convention authorized full support to the Royal Inland local.

LABOUR BACKING HEU BARGAINING
Convention delegates gave B.C. Federation of Labour president Ken Georgetti a standing ovation for his pledge to ensure the federation’s full support in enforcing a picket policy. Georgetti welcomed the HEU’s preparations for bargaining and warned employers that the entire labour movement stands behind affiliates when they go to the table. As far as the federation is concerned, he said, the HEU strike fund is already full.

UNSEEN SUPPORTERS
Grateful to the success of the convention were HEU clerical workers who established a special convention office to handle special resolutions, convention finances, communications and other support work. The convention gave a vote of thanks to all staff involved in convention preparations and support work.

A decade of great change

The 1980s were a decade of profound change for the HEU union president Bill Macdonald tod convention delegates Oct. 29, in which the organization confronted tremendous challenges and emerged stronger.

In 1980, the union had 190 locals, 22,000 members and a convention of 322 delegates. At the 1990 convention, the union included 330 locals totaling 30,000 members, who elected 459 convention delegates.

Proof of even more fundamental change, Macdonald said, was the fact that only 34 delegates to the 1980 convention were delegates in 1990. (Of these, nine served on the 1988-1990 Provincial Executive.)

“Since our last convention, the union has faced some of the most difficult and challenging times in its history. I think it acquitted itself well and really came of age.”

In the past two years, he recalled, the executive had grappled with the problems of building a new leadership team in the Provincial Office staff, as well as the turmoil of the 1989 strike.

But the union’s links with the labour movement and the NDP, both of which strengthened during the past 10 years, stood HEU in good stead.

As long as the union remains based on “a committed, skilled and knowledgeable membership that has as many educational opportunities as resources allow,” Macdonald said, HEU will continue to grow.

Much has already been accomplished to overcome the problems identified in the strike review process, he concluded.

New delegates find convention a challenge

Attending an HEU convention for the first time can be a daunting experience, say four union members who represented their locals at this year’s gathering.

All four were impressed by progressive debates on social issues and the union’s willingness to fight for workplace advances, but some admitted they felt intimidated by intense political lobbying.

A highlight for all was a pay equity spousch by Saskatchewan Federation of Labour President Barb Byers.

“Barb Byers was great!” says Louise Hutchinson, one of five Children’s Hospital delegates. “She challenged peoples’ attitudes and the way we look at our own jobs.”

Brenda Corcoran, a Canada Way Care Centre nurses’ side, was happy about the progress being made on women’s issues but felt women should have participated more in the debates.

“More women should have spoken up,” said Corcoran, a single parent. “Maybe that’s partly my fault. I didn’t speak but I sure had a lot on my mind.”

At a special seminar for new delegates the evening before the convention, union president Bill Macdonald outlined the rules of order and let delegates in on some of the best ways to participate in the debates.

Dan Hingley, a care aide from the Poncow Coupe local near Dawson Creek, welcomed the debates on pay equity. Pressing pay equity issues is “the best work the union could do,” he said.

“Women have been suppressed for too long. In this industry, men will benefit too because they work in jobs traditionally performed by women.”

All the new delegates found a convention a great learning experience. Debbie Gillis, a housekeeper at May Bennett Home in Kelowna, said delegates were friendly “but there was a lot of politics. I’m going to tell our members to be loud and very clear in the future.”

The convention was incredibly exhausting,” said Hutchinson: “It’s not a picnic here.” But Hutchinson, who serves as vice-president of the federal NDP Quadra constituency, said convention politics are no different “from the real world of politics.”

“Groups of people band together in putting forth candidates for election. ‘It just takes time for a newcomer to understand the alliances. It can be a bit overwhelming.”

Several of the new delegates said the debate convinced them they could fight for the dues increase. “It’s hard to swallow but my local expects a strike, so the strike fund will be needed,” said Hingley.

Corcoran said written reports given to delegates explaining the increase will help convince her local that the increase is necessary. “Without this background information they would have given me a hard time.”

The first time delegates were proud of the union’s interest in issues such as native rights.

“It shows we stand behind not just ourselves but others who need to be protected,” said Gillis.

Corcoran said she was surprised HEU was involved in such issues, “but I think it’s great. When I get back to my local I’m going to speak about this. It’s (the oppression of natives) a lot like the prejudice we have to put up with at work.”
CONVENTION 90 - BREAKING NEW GROUND

INVERMERE AWARDED CONVENTION GAVEL
It is an HEU tradition to award the convention gavel to the local whose activities in the past two years best epitomized the militance, determination and sense of justice that inspire the union. The executive this year decided, after long deliberations, to give the gavel to the Mount Nelson Place local in Invermere, which was bargaining a first agreement during the convention. Anne Hamilton accepted the gavel on behalf of her local from HEU president Bill Macdonald.

NOTE BOOK

BOUQUETS TO A TOUGH TEAM
Few convention committees in any union must perform the miracles demanded of the Constitutional Amendments Committee at an HEU gathering. Not only do delegates submit hundreds of resolutions, they think nothing of referring them back to the committee for repeated changes. This year’s committee, including chairpersons Laura Fleming and members Joan Wilkins, Karen McDermid, Kathy Jessonow, Kim Herbach and Joan Sandy, received roses for their effort.

ROSE AFFIRMS CUPE’S SOLIDARITY
Jeff Rose, president of the Canadian Union of Public Employees, opened the HEU convention with a pledge to strengthen the ties between CUPE and HEU. CUPE is committed to working with the growing national movement against the GST, he said, to stop the government’s drive to implement the policies of the corporate sector.
HEU is affiliated to the Canadian Labour Congress through CUPE, which represents hospital workers in several provinces across the country.

HEU ELECTIONS NEW PROVINCIAL EXECUTIVE
Bill Macdonald
President
Mary LaPlante
Secretary
Canada alternate
managers manager
Fred Blans
1st Vice-
President
Nancy
Macedonia 2nd Vice-
President
Drae Mohammed
3rd Vice-
President
Cindy Tomal
4th Vice-
President
Maurice Smith
5th Vice-
President

KEEPS TRACK: With more than 600 pages in each convention kit, delegates had to concentrate to keep an eye on the debate. The convention blenders got a real workout.

HEU builds strike fund

Let the employers and B.C. government beware! The Hospital Employees Union is willing and financially able to strike, thanks to a dues increase approved by convention delegates.

An enthusiastic three-hour debate on the second day of the convention led to the approval of an increase that will see dues rise to 2.5 per cent of gross pay from 1.5 per cent effective Dec. 2, 1990.

Half of the dues increase will be used to create a multi-million dollar strike fund and the other half will be used to overhaul the union’s structure and services. The operating deficit, a legacy of the union’s many campaigns, arbitration battles and organizational efforts in past years, will be eliminated.

It took delegates several hours of debate to work through all aspects of the dues increase, which many locals had opposed. By the end of the debate, however, many delegates declared they were convinced of the necessity for an increase and satisfied that the funds would be properly allocated.

“We will have to conduct a massive campaign to defend our jobs,” warned Vancouver General delegate Ed Carter. “We need financial stability to sustain us and to protect our jobs.”

Financial secretary Mary LaPlante also spoke in favour of the dues increase, reminding delegates that the union “is challenged all the time. We have to be strong enough to take on those challenges.”

Union president Bill Macdonald reminded delegates of the many new services and benefits authorized by the last convention, which did not approve a dues increase.

“If this union gets a dues increase,” he said, “in two or three years time with $10 to $15 million in the bank the employer will have a signal that HEU is serious about bargaining.”

Ultimately, the convention adopted a broad range of new measures to restructure and improve the union’s finances, especially in the event of a strike.

The convention created a new Strike Fund which may only be used for strike activity. The old Defence Fund has been wound up and all monies, including interest, currently in the old fund or owed to it shall be paid to the new strike fund.

The convention directed that the rest of the money be used to prepare the union for collective bargaining through an educational program, membership communications and a special campaign to win public support. Membership services, including occupational health and safety programs, will be overhauled and improved and summer school will be held annually.

“We’re serious about job action if it’s required,” said union president Bill Macdonald. “It’s important that we have the resources to face as much as possible the financial hardships suffered by HEU members during a strike.”

In the event of a strike, strike pay of $150 a week plus 85 cents per week per dependent will be payable from the first day of the strike.

LaPlante said the dues increase will prepare the union for the work ahead. “We need to make the government aware we are ready to fight every step of the way. We are being challenged all the time and we must be strong enough to take on these fights.”

Convention also authorized the executive to increase dues up to 20 percent of gross salary on all non-striking workers in the event of a strike.

To implement this change, the Constitution was amended to replace the old assessments with this temporary dues increase. Money raised from such dues levies will be placed directly into the strike fund and the increase shall be discontinued at the conclusion of strike action.

GUARDIAN • December 1990
Debate on Oka stirrs emotions

An emergency resolution calling on the federal government to "recognize the aboriginal rights of the Mohawk peoples" and to negotiate a resolution of the Oka dispute sparked a stormy debate at the HEU's biennial convention.

Delegates had already unanimously endorsed a resolution calling on the provincial government to recognize aboriginal title.

But the emergency resolution, which touched on the highly-charged incidents of stone-throwing and military action, set off a long debate.

NATIVE MEMBER:
Ruth Adams, of the Delta local, told delegates how the events in Oka touched her family.

The resolution was one-sided, argued Kelowna delegate Donna Broshaw, and appeared to criticize the role of the armed forces while minimizing the death of a policeman.

Vancouver General delegate Mike Barker disagreed, condemning the use of the armed forces to cave in the rights of the Mohawks to their land.

Perhaps the strongest applause went to Delta local delegate Ruth Adams, a native person who told the convention that "every day during Oka I felt it could be me and my children out there."

"I could happen to us if we don't look at land claims. Justice isn't the same for natives, it just isn't. Please, please back us up. We're not getting backed up and that's why blockades are going up."

Delegates then voted by a narrow margin to refer the resolution for revision. The amended version, which was debated the next day and found overwhelmly support, called for a complete investigation of all criminal charges and a negotiated settlement of the dispute.

 Convention honours work of Alberta Dorval

Northern activist Alberta (Berta) Dorval has helped keep the fast-growing Hospital Employers' Union (HEU) mindful of its roots.

During her 12 years on the HEU provincial executive, the Fort St. John Hospital housekeeper has worked to defend the interests of the thousands of HEU members, who, like herself, work in basic jobs in interior and/or remote regions of the province.

Delegates at the HEU's 17th Biennial Convention honoured her work with a special presentation of a gold ring as a token of their appreciation.

Dorval is retiring this year.

Although described as "one of a kind" by HEU president Bill Macdonald, Dorval humbly insists she is no different than other union members.

"Hell, if I can do it, anyone can," said Dorval in an interview at the B.C. Federation of Labour Convention.

Dorval says workers intimidated by other union representatives rely upon learning that they are talking with a fellow hospital worker. "I found it helped people to know they were dealing with a housekeeper. They knew that I'd understand where they were coming from. It's been a confidence building thing, a learning thing for myself as well as those I was trying to serve."

Dorval, the mother of eight children, knows from personal experience that union work can involve extraordinary sacrifices both in the home and in the workplace. Her late husband's involvement in the mid-60s with the International Brotherhood of Electrical Workers left her housebound and alone night after night with a house full of children.

"I hated unions back then. I wanted the fact the workers' union involvement took up so much time."

But Dorval somehow managed the household and held a job in the Fort St. John General Hospital housekeeping department and it didn't take her long to identify unfair management practices.

"There was an appreciation of the special hardships encountered in the north and workers were often forced several days in a row without a break. I'd come home complaining about things but Len didn't want to hear about it. He'd say, 'You can't fix things by yourself and I can't do it for you. Get in there (the union) and get involved.'"

Two years and numerous union meetings later, Dorval landed a job in the Fort St. John General Hospital housekeeping department and it didn't take her long to identify unfair management practices.

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MUDY DITCH is the barrier that thousands of Mexicans attempt to cross each week in an effort to find work in the United States. Existing free trade zones have worsened the lot of the poor and Mexican unionists believe full free trade will compound the problem.  

The Mexican Connection

Canadian and Mexican trade unionists forge common front against free trade

By JIM SINCLAIR

TIJUANA, MEXICO — For all of us, what we witnessed as we climbed up the cement embankment in Tijuana and poured out over the border with the United States was shocking. It was dusk and a daily ritual which pitted the hungriness of Mexico against the border patrols of the United States was about to begin.

On the U.S. side the patrol cars moved into position under spotlights we normally associated with baseball stadiums.

We were a delegation of trade unionists, visiting Mexico to determine first-hand what impacts Canadian workers might face from a new free trade agreement linking Mexico and Canada with the United States.

From our viewpoint we could see across a quarter mile wide concrete valley — split in half by a small river polluted by chemicals and sewage. Beside was us a family of four, a baby stretched on the mother’s lap, hood starting down, waited for the right time.

Suddenly, we hear a yell and a group of more than 20 start across, holding up and through a hole in the fence. Within minutes the border patrol is there and half retreat back to the shadows of the lights to try again later.

Two young Mexicans, Juan and Arturo, stand with their arms crossed. They have chosen to make the run farther down where there are no lights. The downside of this strategy is the bandits, who hide ready to rob the Mexicans of their savings.

Juan and Arturo wait for two days for the right moment to escape into California where they will work for $20 a day in the fields. In Mexico, the same work would fetch only $3.25 a day.

For the six Canadians, here to discuss free trade, it was hard to imagine a country so desperate that one million people a year would risk their lives to leave.

"It reminded me of war and concentration camps where one fence can change your whole life. If you try to cross it, they can kill you," said Mosique Simard, first vice-president of the 200,000 strong Confederation of National Trade Unions in Quebec. "I also have a teenage son and it is mostly young men trying to cross so I felt if my son had been born in Mexico, he might be one of the young men trying to cross."

This desperation comes as no surprise to our host, Jose Luis Canchola, a member of the Centre for Information and Migration Studies and one of Mexico’s leading experts on human rights and border issues. He sees the refugees as the inevitable result of an economic strategy which has free trade as its next step.

As we returned to our cars, Canchola said the crisis at the border is a direct result of the crisis in the economy which has destroyed the living standards of more than 40 million Mexicans over the past five years. Seventeen million Mexicans live in extreme poverty.

In the eyes of the British-based Economist magazine described, the economic transformation of Mexico is a "mini-miracle".

Although the pro-business magazine is clearly a propenent of the sweeping changes taking place, including the massive sale of public corporations and the opening of borders to foreign investment, it was also condoled about the consequences of the so-called miracle. Real wages have fallen for eight consecutive years; they are barely half of what they were in 1982.

Corporate taxes have dropped to 35 percent from 56 percent and the top rate of income tax has dropped to 35 percent from 50 percent.

In a country where there is no such thing as medicare or unemployment insurance, public spending has been slashed dramatically and more than 600 public services and companies have been sold. Traditional restrictions on the importation of foreign goods have been removed and free trade almost exists now with most nations.

While the government of President Carlos Salinas has been hailed as the key voice behind this econo-
Sleep Undisturbed By Curtain Fire
Police in Salem, Italy, have come upon empty
beds in their search for witnesses to the grisly
gangland execution of hospital pati-s and
paramedic officers. Superintendent Franco Galli
of the Salem police told report-ers that a week
ago, as he heard about the incident, he
immediately put himself in action. But after firing
20 bullets into the patient, the intruders made a remark-
able escape down the main street, not bothering to
defeat the foYer and into the carpark.
"Latter, l interviewed the three patients who were in the beds next to
her," he said, "and the volunteer, but two of them were
sound asleep at the time and the third, Senator Benedetto Donati,
ran out to be suffering from a serious eye infection."

Not Another Lawyer Joke
Lawyers who represent injured workers can end
up making more money than those who don't. The
reason: Lawyers representing workers in compensation
claims in Nova Scotia were paid a total of $7 million
in 1989. In 1990, they received $1.2 million in
success fees for compensation board decisions.
The 1989 Nova Scotia Public Accounts also
showed that of the 1,000 cases filed, seven
received more than $100,000 each; two were paid
more than $300,000.

Saddam's Deadly Anti-Cancer
Warhead Ready
Joke discovered in a CUPE publication asserts
that the Iraqis are building a warhead that appears
to be a stealthy and very deadly weapon because it can
be launched from a small package hidden. The
joke is that anti-cancer drugs may be concealed in the
carpet next door and it is suggested to be abso-
tutely harmless. What is a punchline?

When Job Loss Means Heart Trouble
The threat of unemployment can increase the
risk of a heart attack, according to a
Japanese researcher. They studied
215 male shopfloor workers
when times were
good and again, six
years later, when the
yard was under threat of
shutdown. They found increases
in blood pressure, cholesterol
levels and disturbed sleep
patterns. Unemployment and
sleeping problems have been
previously been linked to greater
heart disease.

Hospital Boards Just Your Average Old Guys
This is a survey of the boards of directors.
According to the survey done for the
Association of British Columbia hospitals, the
average hospital board member is male, 5-60
years old, has lived in the community for 16 years,
sits on the board for 4.5 years, and serves on
other boards of directors. When they served on.
the B.C. Royal Commission on Health Care, commission
member William Webber was asked about
how he chose his 108 board members.
Another defender of the current closed selection
system for hospital boards also tried to state
his case. He argued for keeping the system as
is.

MB Fears Feminists In The Forest
A B.C. logging company has come up with
a new equation to help it
profit from the forests.
It involves finding a balance
between profits and labour standards.

All Together Now: We Are All Happy in Beautiful B.C.
Our neighbours to the south are bemoaned by B.C. residents, the B.C.
Government's cabinet paper which cost taxpay-
ers $300,000 this year. It is not clear why.
The Seattle Post-Indiunion sees it, the
Vander Zalm government's propaganda
sheet is reminiscent of Soviet party type news-
papers before glasnost. The B.C.
government spent $25,000 on a happy, unil~mited
society. It includes the Seattle journalist's
"officials hold up pigs, and Pre-
mier Vander Zalm mugs for the cameras."
"The newspaper's images are often fantasy. The
Indians pictured in B.C. News labour happily at
government-sponsored programs. In real life,
Native bands have blacked
their faces to the
province to demand set-
tlement of land claims
which the government
refuses to acknowledge. "Every Washington,
B.C., is not having a good
year," says the caption. Perhaps
we can be the doctors of the forest, instead of the managers."

Food Bank

* DIRTY LAUNDRY: HEU Vernon Jubilee member Timy Wildeman brought this picture to the Royal Commission on Hospital Care and
Costs. In his hospital's laundry. The Royal Commission has been forced to extend hearings to hear public concerns.

HEU locals keep heat on Royal Commission
By CHRIS GAINOR
The Royal Commission on Health Care and Costs is hearing so much about the crisis in B.C's health care that it is adding a new commiss-
ioner to its roster and two months of hearings to its schedule. Members of the HEU are front and centre at the hearings, ham-
pering away at the problems of underfunding, the decline in the nursing and privatization.
The commission had planned to wind up public hearings in January, but now it will continue to hear from the public through February and March. And Dr. William Web-
ner, former dean of the University of B.C. medical school, has been added to the commission to help the other five commissioners handle the load.
The commission, which is due to issue its report next September, has rejected HEU's call to issue an interim report to deal with under
funding. But even though the commission will not be dealing quickly with the issue, HEU locals have painted a picture of how underfund-
ing affects their facilities.
On a swing through the Kootenays, the commission heard sub-
misions from the Trail local and from the Mount Nelson Place and Pioneer Valley locals in Cranbrook.
The Trail brief contained such detailed information on the effects of underfunding from the poor san-
city conditions in the kitchen to strained patient care at Trail Regional Hospital that the adminis-
trator was called back to the hear-
ing to explain these problems.
In Vernon, HEU shop steward
Anthony Wildeman brought pho-
notographic evidence of the massive heaps of laundry that are washed daily at Vernon Jubilee Hospital.
Despite major growth in the use of the laundry, the crew of laundry workers has not been enlarged.
Arriving in Kamloops on the height of controversy over more cut-
backs at Royal Inland Hospital, the commissioner heard from the Pender-
wal local, Overlander local, Mount Paul local and the Kamloops local.
Details of the Penderwosa submis-
sion, which led to management attempts to suspend local spokes-
person Teresa Maclnnes, are on page 3.
While the commission does not now appear to be greatly concerned
about funding problems, particu-
larly federal cutbacks in transfer payments for health care, HEU's call to restructure the Nursing Team in B.C. Hospitals has struck a respons-
ive chord.
Commissioners have asked many questions about layoffs of licensed practical nurses, orderlies and patient care aides, and HEU has responded to the commission's call for more information on this matter.

Ontario hospital workers
win two-year agreement

More than 18,000 Ontario hospi-
tal workers, members of the Ontario Council of Hospital Unions of CUPE, will receive pay increases of eight percent and seven percent in a new two-year agreement.
The increases are part of a pack-
age of decisions handed down in September by an arbitration board.
Other improvements call for vaca-
tion time for part-time workers, a minimum call-back of four hours a week and time and a half, extended seniority rights and other improvements.
The agreement was the culmination of a long campaign against hos-
pital cutbacks which began during the summer and peaked during the election. An NDP government was elected.
On Sept. 4, a province-wide day of action, CUPE members buttoned demands an end to the hospital cuts.

GuARDIAN • December 1990
Here are the contract rules you'll need to play our Grieveance game on page 16 for real.

Follow the detailed rules of Grieveance and Arbitration from the ILRA Master Agreement. CCEA and Brio contracts break Step 1 into two parts to create a Step 4.

Article 8

GRIEFANCE PROCEDURE

8.01 Uniforms

No Shop steward, Union Committee member, or employee shall bear his/her work without obtaining the permission of his/her immediate supervisor. Employee/Shop steward or Union Committee member dominatements shall take place when patient care is not affected.

Shop stewards or Union Committee members shall be permitted to represent an employee's interest without loss of pay when such meetings are scheduled during the Shop steward's or Union Committee member's hours of work.

8.02 Grieveance Investigations

Where an employee has elected or is entitled to be represented by the Union in relation to the presentation of a grievance, a Shop steward or Union Committee member wishes to discuss the grievance with the Union, a Shop steward or Union Committee member shall arrange to meet with the employee or his/her authorized representative. The meeting shall take place without loss of pay for this purpose when the discussion takes place at the Employer's place of business.

8.03 Right to Grievance Disciplinary Action

Disciplinary action grievable by the employer shall include but not be limited to suspension, refusal to accept a grievance, adverse reports or performance evaluation. An employee/Shop steward or Union Committee may document placed on the employee's file which may be the basis of disciplinary action. Should an employee dispute any such entry in his/her file, he/she shall be entitled to meet with the employee through the grievance procedure and the eventual resolution thereof shall be passed in his/her personnel record. Any such document other than official evaluation reports shall be removed from the employee's file after the expiration of eighteen (18) months. The employee/Shop steward or Union Committee has not been a further infraction. The Employer agrees to provide a copy of any document from the file of an employee, the existence of which he/she was not aware at the time of filing or within a reasonable period thereafter.

8.04 Grieveance Procedure

If an employee has a grievance, his/her grievance shall be settled as follows:

Step One:

The employee, with or without a Shop steward or Union Committee member (at the employee's option), shall first discuss the grievance with his/her immediate supervisor or department head within seven (7) calendar days of the occurrence of the grievance. If the supervisor or department head fails to resolve the grievance, the employee may file a grievance with the Shop steward or Union Committee member.

Step Two:

The grievance shall be reduced to writing, signed by the employee and a Shop steward or Union Committee member shall be presented to the immediate supervisor or department head within seven (7) calendar days of the occurrence of the grievance. If the employee/Shop steward or Union Committee member does not receive a reply to the step two grievance, the employee may file a grievance with the Shop steward or Union Committee member.

Step Three:

The Union Grievance Committee and on Labor Relations, or its delegate, shall meet within twenty-one (21) days or other mutually agreed to time to discuss the grievance. At this step of the grievance procedure, each party shall provide to the other evidence of the facts and evidence of the arbitration.

8.05 Dismissal/Suspension for Alleged Cause

Employees dismissed or suspended for alleged cause shall have the right within seven (7) calendar days after the date of dismissal or suspension to initiate a grievance at Step Three of the grievance procedure.

8.06 Reinstatement of Employees

If, prior to the constitution of an Arbitration Board pursuant to the terms of this Article, employees were laid off, disciplined, or dismissed without just and reasonable cause, that employees be reinstated by the employer without loss of pay with all of his/her rights, benefits and privileges which he/she would have had if the layoff, discipline, or discharge had not taken place.

8.07 Industry Troublesheeter

When a difference exists between the parties relating to the dismissal, disciplining, suspension or any other act, or the interpretation, application, operation, or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of the Collective Agreement, Mr. Delton L. Lawson, or a substitute agreed to by the parties, shall at the request of either party:

(a) investigate the difference;
(b) define the issue in the difference, and
(c) make written recommendations to resolve the difference

within five (5) days of the date of receipt of the request.

Within twenty (20) days of the date of the request, the Company shall have a choice of accepting or disapproving the recommendation of the Industry Troublesheeter. If the recommendation is not accepted, the matter may then be submitted to an Arbitration Board as provided in Article 9.

8.08 Arbitrated Disputes

(1) A representative of ILRA and the Secretary-
Business Manager of the Union, or his designate, shall meet with such each month or as often as is required to review outstanding grievances to determine, by mutual agreement, those grievances suitable for expedited arbitration.

(2) A grievance deemed to be suitable for expedited arbitration shall be scheduled to be heard by the union representative within ten (10) days of the expiration date. Expedited arbitration dates shall be agreed upon by the parties and shall be scheduled monthly or as needed mutually agreed upon by the parties.

(3) The location of the hearing is to be agreed to by the parties and shall be at a location controlled by the geographic area in which the dispute arose.

(4) All procedures and proceedings to be non-legal. No lawyer shall be permitted to represent either party.

(5) All presentations are to be short and concise and are to include a comprehensive opening statement. The parties agree to make limited use of authorities during their presentations.

(6) Prior to rendering a decision, the arbitrator may assist the parties in mediating a resolution to the grievance. If this occurs, the cost will be borne in accordance with Section 112 of the Industrial Relations Act.

(7) Where mediation fails, or is not appropriate, a decision shall be rendered as contemplated in these procedures.

(8) The decision of the arbitrator is to be completed on or before the day he/she was heard and mailed to the parties within three (3) working days of the hearing.

(9) Arbitrators are to be limited in application to that particular dispute and are without prejudice. These decisions shall have no precedential or formal value and shall not be referred to either party in any subsequent proceeding.

(10) All procedures and procedures of expedited arbitration cases made prior to hearing shall be without prejudice.

(11) The parties shall equally share the costs of the fees and expenses of the arbitrators.

(12) The expenses of arbitrators, who shall act as sole arbitrators, shall be D.R. McPhie, A. Ready, S.D. Keeler, N. Morison, and H.A. Hope.

(13) The expenses arbitrator shall have the same powers and authority as an arbitration board established under the provisions of Article 9 of this Agreement.

(14) It is understood that it is not the intention of either party to seek a final decision of an expedited arbitration proceeding.

(15) Any suspension for alleged cause that is not dealt with under this procedure shall be arbitrated immediately to Section 8.05 for resolution.

Article 9

ARBITRATION

9.01 (a) Composition of Board

Should the Committee on Labor Relations, the University, or the Employer agree, a seven-member (21) members on the Arbitration Board shall be to appoint an Arbitration Board to the meaning of the Award of Arbitration Board of the the arbitrating of arbitrator of the ABB. The arbitrator of the Board of Arbitration Board of the meaning of the Labour Code of British Columbia.

One member is to be appointed by the Committee on Labour Relations, one by the Union, and the third, which shall be the Chairperson of the Board, by the two thus appointed or, failing such appointment by the two persons above within two (2) weeks after such notice to the other requiring that such appointment be made individually addressed to the following list of arbitrators:

1. D.R. McPhie;
2. D.R. McPhie;
3. Delton L. Lawson;
4. Richard G. Smith;
5. N. Morison;
6. R. Brown;
7. R. Lyman;
8. N. Morison;
9. Bruce MacGregor;
10. R.M. Brown;
11. John W. L. Jones.
12. John W. L. Jones.

The parties, by mutual agreement, may amend the list of arbitrators above.

It is understood that the arbitrators shall be appointed to a rotating basis commencing with the first arbitrator named above.

9.01 (b) Dismissal/Suspension

If the dismissal or suspension of an employee for alleged cause is not settled at Step Three of the grievance procedure, such grievance shall be referred to the arbitration, determination and award of an Arbitration Board of the meaning of the Labour Code of British Columbia.

The arbitrator shall be appointed on a rotating basis commencing with the first arbitrator named below.

1. D.R. McPhie;
2. R.M. Brown;
3. John W. L. Jones.

The arbitrator shall be appointed on a rotating basis commencing with the first arbitrator named above.

The parties agree that the time limits for appeal under the Labour Code of B.C. shall commence with the first written notice to the party.

The arbitrator shall have the same powers and authority as an Arbitration Board established under the provisions of Article 8 excepting Article 9.03.

9.02 Authority of Arbitration Board

The Arbitration Board shall have the power to settle the terms of the question to be arbitrated.

9.03 Time Limit for Decision of Arbitration Board

A Board of Arbitration established under this article of the Collective Agreement shall have twenty (20) days to render a decision within a time limit to be arbitrated unless this time limit is extended by mutual agreement between the parties.

9.04 Employee Called as a Witness

The Employer shall grant leave without loss of pay to an employee who is called as a witness to a dispute which is to be arbitrated unless this time limit is extended by mutual agreement between the parties.

9.05 Expenses of Arbitration Board

Each party shall bear the expenses of the arbitrator or any party so appointed, and shall pay half of the expenses of the Chairman and of the stenographic and other expenses of the Board, unless paid by the Industrial Relations Board of the Province of British Columbia.

9.07 Reinstatement of Employees

If the arbitrator finds that an employee has been unjustly laid off, suspended or discharged, that employee is restored to his/her former employment. The Board may order that his/her reinstatement be without loss of pay, and with all his/her seniority, benefits and privileges which he/she would have enjoyed if the layoff, suspension or discharge had not taken place.

Provided, however, if it is shown to the Board that the employee has been in receipt of unemployment during the period between lay-off, suspension or discharge and the date of reinstatement, any wages deducted from wages which may be payable by the Board is restored to the employee. The Board may order that the employee shall have to make up any wages deducted from wages which may be payable by the Board is restored to the employee. The Board may order that the employee shall have to make up any wages deducted, and the Board may order that the employee shall have to make up any wages deducted, and the Board may order that the employee shall have to make up any wages deducted.