"... We enter a long, dark tunnel of at least three years in length. In that journey, public sector employees and especially health care employees, will face some of the most difficult times they have faced in recent memory." — D. Gerow

**TARGET: $1.50, C.O.L.A.**

**Conference calls for recovery**

The hills of the Okanagan remained a lush green in the early June sun. It would be a while yet before they were baked a summer brown. The picture evolving inside the Conference Room of Vernon's Village Green Inn was not nearly as pretty. To the viewers it had only one meaning: years of punishment from a one-sided federal wage and price controls program, and now — with the death of that program — a renewed squeeze play by the province and the employer.

Faced with this message of harsh economic realism, the 172 delegates to the seventh Provincial Wage Policy Conference of the Hospital Employees' Union put the stamp of approval on what they considered the one reasonable solution: a demand for an across-the-board wage increase of at least $1.50 an hour for the union's members, an automatic cost-of-living adjustment factor and a decision to try and salvage the endangered Job Evaluation Program through negotiations.

The demands concern the 1980 portion of the 1979-1980 Collective Agreement which is to be open for negotiations. Delegates talked little, reminding of the losses suffered by working people as a whole during a three-year period. The past three years were so bad that wages in check did almost nothing to prices and profits. So bad was the situation, in fact, that the trade union movement now finds support from such unlikely allies as Bank of Canada Governor Gerald Bouey. Bouey has said it would be wrong not to expect working people to try and make up for their losses.

But beyond this is the continuing plight of the public sector workers, particularly those in the health care field, according to HEU Secretary-Business Manager J.D. Gerow. He sees a double-edged threat from the Social Credit Government's severe health care budget restrictions and continuing hostile acts on the part of the hospital industry's bargaining agents, the Health Labour Relations Association.

"We enter a long, dark tunnel of at least three years in length," Gerow said in his report to the conference. "In that journey, public sector employees and especially health care employees, will face some of the most difficult times they have faced in recent memory."

The conservative Government in Ottawa and the Social Credit Government in Victoria — another conservative government — will slash at public spending."

It meant, Gerow said, that every member of HEU would be facing an unending series of confrontations.

"Those confrontations will be manufactured by Chester Hooper (HLRA president) and the Health Labour Relations Association with at least the comfort and probably the aid of the provincial government," he said.

Gerow said HEU's only choice would be whether or not to resist the obvious attacks on the union. "In the past our choice was to close ranks in order to protect our social and economic well-being. Let us continue that course of action."

The cost-of-living adjustment resolution passed at the conference calls for an allowance of one percent for every one percent increase in the Vancouver Cost-of-Living Index, with wages and adjustments paid every three months — dating from Jan 1, 1980.

Other wage policies set (see separate breakdown) included overtime, vacations, statutory holidays, severance allowance, the apprenticeship program and job evaluation.

If a job evaluation plan can't be achieved through negotiations the Provincial Executive is to act on an earlier decision to find some means of forcing establishment of a system which would end the type of wage rate discrimination that has affected female employees.

Any decision of the executive to scrap the program would have to be put to the membership.

Delegates blocked one proposal that could have dumped the job evaluation plan by next fall. They voted to amend a resolution that would have allowed it to be negotiated out of the collective agreement by Oct. 1 if the plan didn't meet the standards and approval of the Provincial Executive and membership by that time.

**INSIDE:**

Tale of 2 Cities .......... 4
Conference Look .......... 6-7
Hit and Run .......... 8
The Long Fight .......... 10
Payday Blues .......... 11
A Busy Lady .......... 12

**Wage demands at a glance**

Here's a quick glance at the wage policies approved at the conference:

**GENERAL INCREASE:** Not less than $1.50 an hour.

**COLA:** Allowance of one cent for every one cent rate in Vancouver Cost-of-Living Index. Wages revised and adjustments paid every three months from Jan. 1, 1980.

**OVERTIME RATES:** Double time.

**VACATIONS:** Six weeks after 15 years' service, plus additional day's vacation for each year of service beyond 15 years.

**STATUTORY HOLIDAYS:** Double time for all Statutory Holidays in addition to current Super Stat premiums. Heritage Day in February to be added, bringing total to 12.

**APPRENTICESHIP PROGRAM:** Press to have this program implemented.

**JOB EVALUATION:** Acceptable plan to be negotiated. If not, Provincial Executive instructed to carry out resolution passed at 11th Biennial Convention. This resolution reads:

"That the Provincial Executive be instructed to take positive action to force the establishment of a system of wage rate determination that will meet the longstanding objective of the union to eliminate wage rate discrimination based on sex and establish wage rate justice; should the decision of the Provincial Executive be to eliminate Job Evaluation, then it be put to a vote by the membership before the appropriate action is taken."

**SEVERANCE ALLOWANCE:** One week's pay for every year of service after 10 years service, upon termination for any reason.

**PAY OR ELSE**

Or there is the doctor who put a patient in a whole body cast and refused to remove it until the patient's family paid the surgical bill.

— Barbara Ehrenreich, writing in the magazine Mother Jones.

(Ed. Note: So much for the U.S. user-pay medical care system.)

There were times at Conference when applause said more than words.
This is an editorial about an eight-letter word.

Security.

It may mean different things to different people... specific protection in a union contract clause... financial assurance... physical safeguards... a deep inner feeling of well-being... the comfort of a warm home on a cold night... complete confidence that the flowers will bloom again.

Security is also something we tend to take for granted — those of us who have not been kicked around by fate. We can never really remember being without it; nor do we foresee its disappearance.

Yet, there is reason for concern, particularly in these times of changing attitudes; most assuredly if you are employed in that vast and now uncertain area known as the public sector.

There are forces attacking your security... your financial security... your collective bargaining security... your security of well-being.

For you are a public sector employee today, especially someone attached to the health care field, you are the target of a conspiracy. Governments and their agencies, on their own and in concert, are determined to feed human victims to a hungry monster known as Inflation.

It is the kind of thinking that says inflation must be attacked through balanced budgets, and that balanced budgets can only really be attained through sacrifice in the public sector. This, in turn, means only a number of things: refusing warranted wage increases, reducing employment and cutting or curtailing social services.

The public employee suffers. Society suffers — all in the name of the balanced budget mentality.

It is not even an honest mentality. It is manufactured in the name of self-preservation for governments and agencies determined to retain power. If it means spreading that malady known as Proposition Thirteen, so be it.

One has only to listen to British Columbia's Premier Bill Bennett for proof that public sector employees are to be the intended victims of this conspiracy. This, for instance, is what he had to say at the Federals-Provincial Conference in February, 1978:

“Higher wages for government employees will increase the supply of applicants for public sector employment. The bidding upwards of employee standards may become excessive and attract highly qualified talent which might be better employed in the private sector.

“Public Sector employment should follow, not lead the private sector. Government should adopt this principle and apply it in determining compensation increases for their servants.”

Astonishing as it may seem, this unimaginative premier who barely maintained power May 10, is telling us that public employees should be held to a living level that would be considered sub-standard by their counterparts in the private sector. He is also saying that “highly qualified” talent should be the sole property of private industry. Let the public service flounder without talent. If things don't get done right, never mind. We'll still have saved a dollar or two.

The effect is being felt in similar ways by employees from various sections of provincial and federal public service. In B.C., ridiculous budget restrictions are causing staff cuts for hospital employees, and in Ottawa Joe (Alice in Wonderland) Clark wants to see 60,000 less federal employees when he peers again into his magic looking glass.

On the provincial level, the conspiracy can perhaps be seen best through the equal treatment accorded the B.C. Government Employees’ Union and the Hospital Employees’ Union when both sought through different agencies to negotiate cost of living adjustments.

Both got nowhere, even though there was ample proof members had fallen far behind in the race with inflation. The HEU has turned to arbitration for the remedy. The BCGEU expects to do the same.

Where the BCGEU is concerned, the thinking of Bill Bennett has seeped through to the government bargaining agency — the Government Employee Relations Bureau. GERB won’t budge.

For the HEU member, it’s a familiar old song. The Health Labour Relations Association has never budged willingly. Today, more than ever, it is demonstrating the kind of ornery nature that can lead only to serious confrontation.

There is precious little HCLA doesn’t object to. It challenges the jurisdiction of boards and the appointments of union nominees. It challenges decisions and even wants to squabble over furniture from the office used by the Joint Committee on Job Evaluation.

It is all part of the unhappy scene involving public sector negotiations these days.

It is a serious threat to the security of the public employee. And since it is security that did not come easily in the first place, it is a threat that cannot be ignored by public sector unions.

If it means a fight, this union is ready. It will not stand idly by and see the rights and security of its members eroded. Security, after all, is much more than an eight-letter word.
HEALTH CARE ILLS

The heartbeat that wasn't Bennett's

You would have to say there was a touch of irony, Premier Bill Bennett, while extolling the virtues of his government's health care service during an election campaign appearance on the John Reynolds open line show when he collided head-on with a Hospital Employees Union question. Bennett is taking a different view of that so-called loving care. Here's a glance at both:

HEU 60-Second Commercial:

SOUND: of Human Heartbeat...

...Let's hear a heart-to-heart talk about B.C. hospitals. When the province's government told hospital boards not to increase their 1979 budgets by more than five per cent, B.C. already had fewer qualified health-care personnel per patient than anywhere in Canada.

The five percent ceiling came as a shock. That's not enough to keep up with inflation, based on what you'd expect.

YOU ARE THE UNION!

A few "do's" and "don'ts" calculated to feel the sincerity of who don't you are:

DO Study the Constitution.
DO Attend as many meetings as possible.
DO Get acquainted with the Steward in your Department.
DO Learn the difference between a legitimate grievance and a complaint, whether such be frivolous or well founded.
DO Memorize the Order of Business and follow it when attending meetings (when in doubt ask guidance of the Chair).
DO Think before we vote.
DON'T Say "Why doesn't the Union..." instead of "Why don't WE...?
DON'T Stay away from meetings and gripe about "unnatural" decisions afterwards.
DON'T Go "over the head" of the Union's officers when they don't do what the members want.
DON'T Think that it is not in our interest to have to go to court to get our benefits.
DO Believe the Union is not wisely important to us. Next to our home and family, the Union is our most important interest.

Gordon Meagher
D. Gerow has an automatic position on the committee. Here's the new lineup:

GORDON MEAGHER (Vancover General) — It's getting to be a must of these meetings to remind everyone that the 1958, served on a number of negotiating committees, joined the union staff and worked as a regional representative out of Victoria before returning to the industry two years ago. He is secretary of the Saanich Peninsula Unit.

DOROTHY PATTON (Queen's Park) — Young and enthusiastic, Dorothy is not without experience at the bargaining table.

She is chief shop steward with her unit in New Westminster and chaired the negotiating committee when Queen's Park came under the HEU umbrella two years ago. Actually, Dorothy has been with the union eight years. She was at Lions Gate before moving over to Queen's Park.

JIM AMOS (Royal Jubilee) — Another veteran of the union scene, Jim has stayed put at the big Victoria hospital for 15 years now. He has a reputation for being reliable and getting things done. But then that's the way it has to be when you're chairperson of a unit that has a membership of 1,200.

ALBERTA DORVAL (Fort St. John) — The likeable Alberta brings a special quality to the bargaining table. She raised eight kids which means she knows how to make herself heard — to say nothing of reading minds. After raising her family she returned to the work place nine years ago and has been with the union 8½ years, the last four as chairperson of the Fort St. John Unit.

The latest B.C. inflation figures, they should be more than 13 per cent a year with some hospital material costs increasing 20-30 percent.

Already hospitals are trying to make ends meet by closing wards, reducing services and cutting staff. Up to one in 10 chaplains at hospital chaplaincies could lose their job or not be replaced.

What about the $25 million Government Hospital Stabilization Fund? An administration crisis. It won't cover all past or present left alone this year's increased hospital costs.

Do something about it. On May 10th vote for the candidate that will guarantee your right to safe hospital care. Vote for health...but it's too late.

by the Hospital Employees' Union.

SOUND: Heart Beat Up and Out for 60 Seconds.

Bennett's Response:

Reynolds: Back to Premier Bill Bennett. You no sooner told us how great health care was and there was an ad from the Hospital Employees' Union.

Bennett: I gotta tell you and I just want to say how incorrect that ad is and here's information:

First of all, B.C.'s per capita spending on health of $480 is a record level. B.C.'s 1.2 billion health budget is the largest in the province's history. More than half of that spending goes to run B.C.'s hospitals. And since 1975, provincial government funding of B.C.'s hospitals has jumped an average of 50 per cent under this government over that which was funded by the NDP in the same period.

Staff haven't been laid off or cut back. Staff members have increased 18 per cent and I want to say that out and this is part of the statistics surrounding health and I think those fear members have said to me that they're going to take it up within their own union.

Reynolds: They never will.

Bennett: Well, I'm hopeful they will. I hope that there's not a feeling of intimidation that would prevent them from doing that. So I hope that we'll have a few words to say to them. I hope that their political rights are guaranteed as individuals and that money that they put into giving them protection in the job place can't be diverted because somebody gets control of who has political aspirations or a political deal with someone else and misuses their money.

I think that they have an opportunity for protest within their own organization but it may extend to other ways in which they could deal with it.

No need here for comment on what you have just heard. HEU members who work in many of the hospitals know what the real story is. So do the doctors. Just ask the medical staff at the Royal Jubilee Hospital in Victoria. It found it necessary to call a press conference to describe just how bad the situation was. Enough said.

The Things They Say: The Hospital Employees' Union feels that even an increase of 7.5 per cent will lead inevitably to some layoffs by hospitals. What's your assessment of that fear?

McClelland: Well, I can't guarantee there will never be any layoffs by hospitals.

Budget problems cause staff problems, and Saanichown Hospital is no exception. Saanichown Rep. Bill Third (scluteb) and Unit Chairperson Cliff Wetsner (shirt and tie) listen to complaints of hospital staff.
In Burnaby, a demonstration... in Victoria, a sit-in

In Burnaby, the very next day, it was a planned lunch hour demonstration. No major events were unrelated. But, in the view of the Hospital Employees’ Union, they were symptoms of the same malady — health care economic constraints that are slowly taking their toll in hospital services and staff on a provincial level.

On June 12, HEU members at Glenview Extended Care Hospital in Victoria stopped work for more than half an hour to protest conditions they said had deteriorated because of inadequate staffing. They said their sit-in would be repeated if something wasn’t done to remedy a situation they said included old and cold food for patients, unsanitary kitchen conditions, lack of inspection, a fire hazard and a shortage of nurses.

They also charged that a maintenance man had been sent into a contemporized room to work without being warned that the room was contaminated.

The government-operated hospital underwent expansion that tripled its size to 825 beds in January. The Unit also grew from 75 to 200 members. The expansion and budget restrictions were blamed by Administrator Jack Howard for some problems, although he insisted that much of what the employees had said was exaggerated or untrue.

The big show came June 13 in a demonstration outside Burnaby General Hospital. The HEU, with some participation by the RNABC and Health Sciences Association, was focussing attention on the charge that this hospital — respond to provide bigger and better services — had been left with 78 less job positions, postioned names and wards that weren’t able to open because of insufficient funds and staffing.

The Union called for the resignation of the Burnaby General Trustees, along with the appointment of a Public Administrator and a Fact Finding Committee.

HEU Secretary/Manager C.J. Gerow said the trustees were clearly nothing more than “puppets” for Health minister Robert McCallion and his restrictive financing policy.

Gerow also criticized a memo from Burnaby General Administrator N.K. Barth informing medical staff, regular hospital staff and hospital directors that they were not to give any information to the media in connection with the controversial financing issue. Only the Administrator could talk — and that said Barth, was on the authority of the Hospital Board Chairmen.

The memo called it a “Health Care Watergate” and added: “Hospitals are funded by the public, and the public has every right to know what is happening.” The HEU calls for public accountability in the whole provincial health care field. It argues that it is time the board rooms were opened to public scrutiny and that the “secret societies” which run the hospitals should be replaced by elected bodies that would have management and employee representation, along with representation from the public, the province and federal government, which shoulders 50 per cent of the costs.

Gerow says the loss of 78 positions at Burnaby General underlines the HEU estimates that 10 per cent of the positions in many hospitals will disappear because of inadequate provincial funding.

Ironically, as the demonstrators stood outside Burnaby General, McCallion told the Legislature hospitals weren’t suffering cutbacks. Former NDP Health Minister Denis Cocks, who had raised the question, called McCallion’s answer absurd.

The battle continues.

Critics of the provincial government’s health care financing are holding off for an ill-planned platform these days.

The Hospital Employees’ Union has been on the attack for some time now, along with nurses, some groups of doctors, an assortment of politicians, and now — in a very concrete way — the Health Sciences Association of B.C.

At its recent annual meeting, this organization of paramedical professionals passed what it terms an “extraordinary resolution” condemning the government’s fiscal health care policy — particularly in its connection with hospitals.

In election campaign advertising, and in an undated letter dropped by the stock in hospitals on the last day of the campaign, Health minister Robert McCandless said he was disturbed by the "misinformation" that was being spread, and listed the accomplishments of his government.

The Health Sciences group wasn’t about to let that one go by the boards. In a letter to McCallion explaining the decision reached at the annual meeting, HSA Executive Director R.W. Campbell says:

“The union delegates who are paramedical professional employees of B.C. hospitals and health care institutions are, to use your own words, deeply disturbed over the amount of misinformation regarding government fiscal policy as it relates to health care.

“Perhaps the confusion may be attributed in part to the budget system in health care. Quoting from your pre-election letter to all hospital employees, vast sums of money, in the area of 100 million per year has been committed for future redevelopment and new construction of hospitals and health care facilities.

“It is difficult for us to reconcile 100 million annual capital expansion on one hand and accept the news of staff cutbacks at the two most recently expanded hospitals on the other. The Burnaby General Hospital and the Royal Columbian Hospital who recently completed multi-million dollar expansion programs have announced staff cutbacks by attrition of 75 and 50 staff respectively.

“While it supports redevelopment and construction of hospitals and health care facilities, the association, says Campbell, in his letter, is opposed to an ‘underfunded operating budget to support an overly ambitious capital budget.’

“The possibility of solution seems to be an inequitable distribution of funds is the cause of our concern,” says Campbell.

His letter informs McCallion that his union has received numerous complaints from members about inadequate sick and holiday relief causing excessive workloads for those still on duty. This would obviously be critical during the summer holiday season.

HSA wants McCandless to admit that there are obvious inequities in the structure, and to expand something about them.

The association calls on him “to see the occasion by assuring the consumers and providers of health care that you and your colleagues are reassessing your position.”

The Union is still awaiting word from the Labour Relations Board on two cases where application has been made for representation votes.

Integration of the Slocan Community Hospital and Health Care Society at New Denver with the Pavilion Old People’s Home plus HEU against the B.C. Government Employes Union.

And at Campbell River, HEU and the Teamsters are both seeking to represent some 27 employees at the new Yuccala Lodge.

The situation at New Denver arose with the switch in ownership of the Pavilion Old People’s Home from the provincial government to the Slocan Community Hospital and Health Care Society. HEU has certification for employees as the Social Credit government to the Slocal Hospital, BGCEO for those at the Pavilion.

A new facility to accommodate both is to be built on the hospital site with completion planned for August, 1980. At that time, the old hospital site will be closed.

The Society’s position is that only one union should represent the employees. There are about 18 at the Pavilion and HEU represents some 10 at the hospital.

The BGCEO has applied for a representation vote. HEU is seeking the overall representation. It notes that the takeovers by the Society and that the HEU certification is now with the Society employees.

At Campbell River, both HEU and the Teamsters claim to have won support from more than 50 per cent of the employees at Yuccala.

...and from health sciences
COULD IT HAPPEN HERE?

It was not a happy prospect. Late in May a small rural Ontario hospital patented something that, if allowed, would be a first: if doctors could opt out of the province’s health insurance plan, perhaps it could do the same.

In making such a radical suggestion, the Wingham and District Hospital was hitting back at a provincial health ministry which was actually pressuring it to 10 active treatment beds from its budget.

Hospital Board Chairman Jack Hodgins told the Ontario Legislature’s Social Development Committee that the hospital could start “menu billing.” Patients would be billed for services and in turn would send the bills to the Ontario Health Insurance Plan (OHIP).

“Possibly this will mean opting out of the organization,” said Hodgins. “And if they don’t pay it — we will have to battle it out in court.”

That sort of eventuality hadn’t been mentioned publicly in British Columbia. But HEU officials who have closely monitored development in the health care field are hesitant to write it off as an impossibility — or even an improbability.

New Guardian format — same policy

The format of The Guardian has been changed to provide the Membership with more information faster.

The policy of The Guardian has not changed and we continue to welcome and encourage news items from the Local Units.

We repeat our request for Units to submit local stories and pictures to The Guardian.

The Guardian belongs to all the Members and you can assist in making it interesting by submitting your contributions.

Perhaps it could become known as the chapstick challenge. Whatever the case, this happy assault on the digestive system, in the form of a Chinese New Year banter, was used by HEU members at Lynn Manor this Spring in place of the traditional Christmas Party.

To the uninformed, unions are preoccupied with thoughts of developing gravy on the books.

What they don’t know is that some unions — like HEU — are more interested in hitting the books.

And there have been added signs lately that this union’s close attention to labour education has paid off.

One has only to look at the Capilano Labour Studies Program co-ordinator Ed Lavalle. HEU not only topped all other unions in total enrolment, but proved to have some of the most able students.

Lavalle was impressed with the HEU showing.

While this result is pleasing to the union, it isn’t surprising. It’s said to be the kind of thing officers expect in a union that has long made education a high priority.

The theory is that an enlightened membership is going to be better equipped to cope with changing times both in and out of the workplace.

In the long run it can lead not only to personal fulfillment, but improvements in the whole area of industrial relations.

There are certain areas of learning that are considered important to union members. These were dealt with at Capilano through such courses as economics, labour law, labour history, WCB, and occupational health and safety.
Cheer up, it’s bound to get better

A time for some deep thought

Well, now I’m not too sure

A light moment at a heavy session

Did he say what I think he said?

Oh, the cont... Should we really... You can’t all be
The moment
of truth
sometimes
hurt a bit

Someone
has scored
a point

Did you
hear the
one about
the guy
who . . . ?

A lot
to read,
a lot
to hear

Some bitter
medicine
among
the sweet

at that?

room.
NO CONTRACTS

Blitz real success but big test ahead

The assault troops have landed and the beachhead has been established. But the real battle has just begun.

That's pretty much the current picture for HEU and the province's widely scattered long-term care homes.

A highly successful organizing blitz has brought some 14 such facilities into the union fold. But breaching the gap between certification and first contract is no easy matter — a usual state of affairs where a break-through is involved.

The big test now is to try and establish that a bargaining dispute in such a case is subject to the provisions of the Essential Services Disputes Act. If so, it would set the stage for arbitrating an initial collective agreement.

The test case in question — due to come before the Labour Relations Board — involves the Jubilee Home Society, which operates Noric House in Vernon.

The union won certification for Noric House last Nov. 14. There was some bargaining, but it failed to produce an agreement.

In its Assertion of Fact to the LRB, the union describes Noric House as a Long Term Care Facility licensed under the Community Care Facilities Licensing Act. It says it is wholly managed by the Vernon Jubilee Hospital administration.

The home, which can accommodate 88 residents, has 29 employees, 28 of whom fall within the HEU Bargaining Unit.

On April 12 the Okanagan-Kootenay Regional Office of HEU served notice on the Noric House administration that the union had elected to resolve the dispute by arbitration. On May 7 the union was informed that Labour Minister Allan Williams felt there was a question of his jurisdiction to appoint a single arbitrator under a particular section of the Essential Services Disputes Act. As a result, HEU was advised to apply to the LRB under another section of the act for a determination.

The employer's stand is that the act doesn't apply.

A dispute with at least one other nursing home is headed for arbitration. Another interesting development involves the slightly different provisions of the union and Nelson Medical Clinic. Employees have voted to strike at the clinic, if necessary, to gain a first agreement.

The International Woodworkers of America originally held certification at the clinic, but never did gain a contract.

While the organizing blitz results benefits in just about all parts of the province, some of the most concentrated activity was in the Okanagan Valley and area, where several certifications were won.

The campaign has eased off now to allow concentration on first contract efforts, but much remains to be done. Close to 90 long-term homes with approximately 3,000 employees remain unorganized.

As always, the main objective is to bring these employees the benefits of HEU membership.

The telephone pole was approaching fast. I was attempting to swerve out of its path when I struck the car.
THE SECRET TO ANY CONFERENCE IS THE FLOOR MIKE (AND THE PEOPLE WHO USE IT)

HEU hopes to boost student rates in 1980

For this year, at least, students hired for summer work in the hospital industry won't be earning the standard HEU wage rates. But the battle continues and HEU is looking at 1980 as the target date for its objective.

The door to 1980 was left open by the Hope Arbitration Board when it ruled that employees hired under the province's Youth Employment Program this year would be paid the same $4.45 an hour rate contained in an agreement with the Health Sciences Association.

Unable to find a basis of comparability with outside unions like the B.C. Government Employees Union, the board was left with nothing but the agreements of the Sciences group and the International Union of Operating Engineers.

HEU believes that neither is suitable, particularly the Engineers' agreement which allows the same rate of $4.45 for university students, but only $3.34 for high school students.

The arbitration award leaves it up to HEU and HLRA to negotiate the wages and benefits for 1980. It also stipulates that the issue of comparability should be open at that time.

In the past, the matter of summer employment has been surrounded by controversy. No one was opposed to students being hired. But proper wage rates and standards for the summer workers were important to the union, as was the protection of its regular members.

What was needed was a guarantee that students wouldn't simply be used as underpaid replacements for regular hospital workers, as has been the case in a number of instances. The rules of the government program actually forbid this. Under its terms, the jobs must fall outside the ordinary work load.

The limitation in the program states: "The Ministry of Labour will only provide funds for youth employees who are in addition to those the employer would normally have."

The arbitration award says it is essential the integrity of the program be maintained and that the union have a positive source of redress in the event of abuses.

"The employer does not deny that abuses of the program take place, nor does it disagree with the proposition that an expeditious means of reconciling dis-
In 1960 the Hospital Employ-ees’ Union negotiated Job Evaluation and Pay scales for the first time. The process was very time-consuming and involved many meetings with representatives of the hospital and the unions. There were also numerous delays in the process, and it took almost 18 months to complete. The final result was a pay increase for most employees, but there were also some cutbacks in benefits and services.

The following year, 1961, there were negotiations for another pay increase. This time the process was shorter, but still involved many meetings and discussions. The final result was a pay increase for all employees, but there were also some cutbacks in benefits and services.

In 1962, the hospital began negotiating for a third pay increase. This time the process was even shorter, and there were no delays. The final result was a pay increase for all employees, and no cutbacks in benefits or services.

The following year, 1963, there were negotiations for a fourth pay increase. This time the process was longer, and there were many delays. The final result was a pay increase for all employees, but there were also some cutbacks in benefits and services.

In 1964, the hospital negotiated for a fifth pay increase. This time the process was shorter, but there were still some delays. The final result was a pay increase for all employees, and no cutbacks in benefits or services.

The following year, 1965, there were negotiations for a sixth pay increase. This time the process was even shorter, and there were no delays. The final result was a pay increase for all employees, and no cutbacks in benefits or services.

In 1966, the hospital began negotiating for a seventh pay increase. This time the process was longer, and there were many delays. The final result was a pay increase for all employees, but there were also some cutbacks in benefits and services.

The following year, 1967, there were negotiations for an eighth pay increase. This time the process was shorter, but there were still some delays. The final result was a pay increase for all employees, and no cutbacks in benefits or services.

In 1968, the hospital negotiated for a ninth pay increase. This time the process was even shorter, and there were no delays. The final result was a pay increase for all employees, and no cutbacks in benefits or services.
THE LAST GOODBYE

How to stay busy — retire

There comes a time for everyone to go upon their way. These years will spend; to become memories, thoughts of yesterday. But in the twilight of my thoughts will stray to many friends who through the years of ups and downs were faithful to the end.


Blanche Powell called this poem the Last Farewell. And while it may be a fitting expression of her feelings for the friends she has left behind at Victoria General Hospital, it by no means signals a departure from an active and stimulating life.

As a friend in the HEU Unit at Victoria General, she built close friendships with the staff and retired in 1979. Her retirement is simply the "beginning of a new life."

Then, what else could you say about a woman who will be working on a second book, playing a guitar, organ and accordion, creating more of the "Apple Dolls" that have brought her a measure of fame, involving herself in calligraphy, and painting in all mediums?

Blanche, who retired as a Unit Clerk at Victoria General in February, also worked from 1950 to 1965 at Royal Jubilee Hospital as a Technical Assistant, and in 1965 was in charge of a volunteer staff and equipment for T.B. Operation Doorstep.

In 1977 Blanche and husband Reg were the subjects of a newspaper feature spread outlining their numerous artistic hobbies. Reg, an accomplished wood carver, artist and photographer, built furniture to go with the charming little life-like apple dolls created by his wife. Blanche's great love for animals kept her active in various societies and inspired a book of poems — Sharing Thoughts. A second book is in the works.

For Barbara Patricia (Pat) Stacey, bidding farewell in April to Chilliwack General Hospital was done in style — complete with a gift of $50 in taxi rides, a bottle of wine, a brooch, and a radio-cassette player (used immediately to tape her friends singing to her). After 20 years, Pat, a Housekeeping Aide in Extended Care, retired for health reasons. There was a party and gifts from coworkers who felt the loss would be great for a woman who doesn't drive.

Other retirements noted in recent months included: Gerald Reed, Ashton (Nursing Service); Robert Swindell, Invermere (Maintenance); Enid Toussaint, Sumas Bank (Admitting Clerk); Joyce Jeffers, Chilliwack General (Dietary); Agnes Wyants, Prince George Regional (Obstetrics); Grace Clark (Dietary) and Helen Baird (Housekeeping), both at Richmond General.

The Agnes Wyants send-off dates back to January, but rates mentioning. At a party attended only by women, Agnes was confronted with a birthday cake — out of which popped a large "pregnant" man.

Friends swear it was the first time the outgoing Agnes had ever left speechless.

In keeping with that kind of evening, there was more to come — including a silver bedpan charm. And, oh yes, the serious presentation — two pieces of handmade luggage.

The Enid Toussaint retirement was marked with the presentation of an engraved silver briefcase. It was given by the unit to a woman who has been active in various roles with the union. Like many others retiring these days, Grace Clark and Helen Baird both indicated they would like to do some travelling after leaving Richmond General. Grace, who spent 10 years at Richmond, also put in 10 years at Lions Gate and another six at Vernon Jubilee.

Like fellow Chilliwack General employee Pat Stacey, Joyce Jeffers also saw 20 years' service, but much of it at Valley Haven before moving to the general hospital in 1971. In April her unit presented her with a pin and $25.

IT'S NOT EXACTLY A TOSSED SALAD

On this day in the year 1842, an Orderly named Oscar Schnorrkendel set a world record in East Hockenbach Township by throwing a bedpan 272 feet.

"It would have gone much farther," said Schnorrkendel, "if someone hadn't been sitting on it."

Some FOND FAREWELLS . . .

Grace Clark
Blanche Powell
Agnes Wyants
Gerald Reed
Helen Baird

A BAD RAP

The Editor: Your Christmas issue has been drawn to my attention because of the item in Roundup sneering at the Socialist International Congress being held at the "super-posh" convention hotel, The Hyatt Regency. International affairs of this magnitude are not created overnight and there was the question of security for heads of state and heads of government.

You may remember that during the planning stage the only other large hotel involved in a labour dispute — or doesn't solidarity count as much these days?

More than 1,500 people were involved for five days, so it's unfair to suggest the meeting was of no consequence.

—Jim McKenzie Regional Co-ordinator SI.78 Congress

WITHIN REACH

The Editor: We have in our possession one small booklet entitled Your Superannuation Plan, an Explanation of the Municipal Superannuation Act, issued by the City of Superannuation, Victoria, B.C., 1975. If you have access to a supply of these booklets we would greatly appreciate it if you could send us a document to where each of our Executive officers and Shop Stewards would have one for reference.

Karen Bronson
Vernon Unit (Ed. Note: You get them from your employer.)

GOOD MEMORIES

The Editor: Congratulations on winning two first Awards of Excellence for the production of the Hospital Guardian. This is a source of great satisfaction to me as I was the first editor of the Hospital Guardian, a mimeographed edition produced in 1955 as a newsletter for the Vancouver General Unit.

I was the editor for the first year and it was then taken over by Bro. Eric Thomas who kept it going until 1960 when the Provincial Executive, together with Bro. W. Black, our business agent to start the payment of a Municipal Superannuation allowance.

A Minimum Market Age

(1) Approximately three months before a contributor attains maximum retirement age, the Superannuation Branch will send the following information and forms to the contributor:

(a) A detailed description of the plans of availability allowable to the contributor, which will outline the amount of the contribution applicable to each plan.

(b) A Notice of Retirement and Application for Superannuation Allowance.

(c) A Form for the Canada Taxation Form TDI.

(d) Information pertaining to medical coverage.

(e) Application Form for medical coverage.

(f) Notice re salary negotiations prior to retirement.

(2) If a Plan of Allowance chosen is either Joint Life of one that includes a beneficiary, Proof of Age (birth certificate) and Identification (Marriage Certificate, etc.), will be required for the person so named.

A request for proof-of-age documents will be made by the Superannuation Branch. A written request in advance of the information provided under (1) or at the same time.

(3) The contributor is required to:

(a) complete all forms received and return them to the Superannuation Branch.

(b) submit all proof-of-age documents to the Superannuation Branch through the employer as soon as possible.

What a way to end a conference — steak by the lake

Sid Disreau, Trail Unit, is a man who thinks big.