

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION, 180

Vol. XII

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No. 2

Contract demands looked at soon

— page 2

More heat on King George

— pages 4, 5

Battle for woman's job won... finally

— page 8

Woman's Year: well-intentioned swan dive?

— page 10



Ballots are counted for Shaugnessy settlement

Another photo page 4



What is this woman doing?

See story page 12

Old figures pay off for Rita

For more than 14 years Rita Trudell, a Licensed Practical Nurse at New Westminster's Royal Columbian Hospital, meticulously kept accurate records of her hours of work, wages and deductions.

And she's glad she did. These hand-written columns of figures in dog-eared ruled scribbles paid dividends recently when it was learned she was entitled to some benefits she had not been getting.

A part-time worker at RCH since the 1950s, Mrs. Trudell had been listed as "casual," even though she has been consistently averaging more than 15 hours of work per week.

The Union recently took up her case when the discrepancy was uncovered and, armed with her well organized records dating back to 1960, Representative Hans Brown insisted she be classified as regular part-time and receive all benefits under the contract enjoyed by regular full-time employees.

Present contract language defining regular part-time employees came into effect in 1970.

The outcome was a fat pay cheque — totalling \$1,413 combined with regular pay after deductions — and a full time job at the hospital.

"The money will come in handy," Mrs. Trudell said.

"I'm thinking of using part of it for a new furnace for the house."



WITH AN EYE for figures, LPN Rita Trudell peruses big cheque that settled back pay issue. Formerly classified as casual, Mrs. Trudell gained regular classification based on hours of work. Her case was strengthened by records she kept from pay stubs dating back to 1960.



"Boy! If I'd known I was gonna get all those get well cards, I'da got sick sooner."

Executive meeting to eye 1976-77 contract demands

The Provincial Executive will meet in April to consider wage and contract demands for discussion by H.E.U. units throughout the province prior to the Wage Policy Conference this fall.

The Executive is currently looking at contract settlements in other areas, and projecting H.E.U.'s own contract needs for the 1976-77 collective agreement.

Meetings were set for April 11, 12 and 13 to formulate bargaining demands. They will be forwarded to the various units, which will then discuss the items at their June meetings and make recommendations to its delegates to the Wage Policy Conference.

The conference will be held in Vernon on the weekend of Sept. 6-7.

The procedure is covered in the Constitution and By-laws, which states "Prior to a provincial Wage Policy Conference the Provincial Executive shall meet to consider wage and contract demands and these shall be sent out to all units for discussion and instruction to delegates prior to the provincial Wage Policy Conference."

THE HOSPITAL GUARDIAN

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JOHN DARBY, Financial Secretary

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Vancouver 9, B.C.

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

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EDITORIAL

AN IMPORTANT MILESTONE

Much progress has been made recently on the practical nurse-orderly apprenticeship training program.

Planned by the Joint Advisory Committee made-up of representatives from the Union, hospitals, and other interested parties, the program has a projected implementation date of June 1, 1975. Approval of the curriculum has been given.

Over the years, H.E.U. has made a number of attempts to establish a proper training program. Such a program would have to include career mobility, recognition and income replacement allowances and wages during training and refresher programs. These and other objectives are firmly rooted in the new program. Also, practical nurses and orderlies under the present system will receive recognition.

At present, for example, only half of B.C.'s licensed practical nurses are trained in this province. The new program is designed to train all the LPNs and orderlies needed for B.C.

Since it was negotiated into the collective agreement the apprenticeship program has involved a heavy workload. After studying curricula from different parts of Canada and the United States, the course developed by the curriculum committee of the provincial Department of Education's Vocational Services Branch, with some amendments, has been adopted.

The integrated (theory and practice) curriculum is divided into three levels.

The first level — the pre-apprenticeship level — deals with good health and basic human functioning. During second and third levels the student becomes an indentured apprentice.

Although there has been no small amount of opposition to the establishment of an industry directed apprenticeship training program including direct decision participation by employee's representatives, it can be said without hesitation that the Department of Education, the B.C. Medical Centre and the Department of Labor have spent every effort to ensure the success of the new program.

There is still much that has to be done. However, with the adoption of the curriculum the apprenticeship program is one giant step closer.

Further, the Union is now considering the expansion of apprenticeship training into other areas. The recent announcement by the Minister of Education that apprenticeship training will be introduced into high schools is a concept that will receive the whole-hearted support of H.E.U.

The practical nurse-orderly apprenticeship training program represents a new standard that is badly needed.

In some hospitals LPNs and orderlies are expected to perform duties for which they haven't been trained, while in other instances their skills are not being fully utilized.

Not only present and future Union members but also the general public will benefit greatly in the years to come.

The wrong kind of help

More on the subject of volunteers — it just keeps coming up.

In an issue of the *Columbian*, a daily paper serving New Westminster, Surrey and surrounding areas, Mission Memorial Hospital administrator Neville Cox took some shots at H.E.U. for its stand on volunteers.

The trouble was, the Union's "stand" was, as usual, misinterpreted. A letter was sent to the paper from Local 180, which was printed soon afterward. Some excerpts:

"A friendly environment in a hospital aids the restoration of good health and if maintaining such an atmosphere includes the providing of 'little extras' and comforts to the patient by volunteers such as candystripers and Hospital Auxiliary members, the union has no complaints against it.

"The problem arises when the 'extras' start to include duties that should be done by qualified personnel. Selling cigarettes to the patient is one thing; portering him, for example, is another.

"Portering is the work of nursing personnel, not volunteers.

"The same applies to the feeding of patients, as well as other duties that should be performed by trained and qualified employees, but gradually — and wrongly — drift into the realm of volunteer work if not checked.

"Since Mr. Cox is so enthusiastic about volunteer work, perhaps he could look into the plight of countless lonely individuals throughout B.C., including the aged who live in cold, drafty apartments and rooming houses, who never see a vase of flowers or a TV or have someone give them a little conversation.

"It is unfortunate that so little is done for those people while so much energy is concentrated on institutions that already supply excellent professional care."



"Please ask the patients to step in for their brain wave test, NOT to get their heads examined!"

Wall... are you listening to me?

More amusing incidents at North North Vancouver's Lions Gate Hospital have been reported by the employees' newspaper, the Lion's Gate Lampoon.

In a column called Kids Say the Darndest Things, some examples:

A few years ago, standard pre-op preparation for T & As was a glycerine suppository the night before surgery. One perky child informed the nurse while she was diligently administering one that his problem was at other end!

And then there was the two year old boy who woke up at one o'clock in the morning shouting, "Doctor — doctor — I want a book to read!"

A seven-year-old boy asked how you become a head nurse. "Is it because she's the cleverest?" he asked. Then, after thinking for a minute he added, "Is it because she's the oldest?" A new thought came to him: "What did a head nurse do?" After a brief outline of her duties he added to the list, "and carry around little babies?"

A newly admitted young man of six was placed in an isolation room and given a bell to ring for the nurse. A short time later his bell came on and a nurse asked what he wanted, over the intercom. In a calm voice the boy announced, "I want a drink of water, wall."



SHAUGHNESSY and George Derby unit members are given outline of proposed terms of settlement by Henry Perkin, Staff Representative, who has worked with unit toward first H.E.U. contract since organizing at both facilities began. Membership voted to accept proposal. Wages and other items must still go to arbitration.

Union brief urges hospital

More controversy brewed this past month over King George Private Hospital in Surrey with added impetus from the Union's brief to Health Minister Dennis Cocke urging him to revoke the hospital's licence.

Shortly before press time a report was released by Health Minister Dennis Cocke on his department's inquiry into patient care at King George Private Hospital.

The report vindicated H.E.U.'s stand on conditions at the hospital and gave King George six weeks to meet standards set in the report or lose its license. More details will be in the next Guardian.

The Union's brief cites 27 examples of sub-standard patient care at King George which are derived from sworn declarations made by several staff members in the presence of the Union.

Among the declarations quoted in the brief:

- There have been instances where patients who have required immediate medical treatment have been neglected or mistreated, and in some cases, these patients have died.
- Often medications which have been prescribed to patients never reach those patients.
- Nurses' aides who are without training and without any supervision administer treatment to patients such as pills, heat lamp, enemas, change of dressings, administering of medication, manuals and suppositories.
- Fleet enemas, catheter drainage bags and syringes, which are designed to be disposed of after one use, are used again.
- Patients with bed sores do not receive proper treatment.
- Some patients will go for several weeks without having a tub bath, without having their hair washed or finger or toe nails clipped.

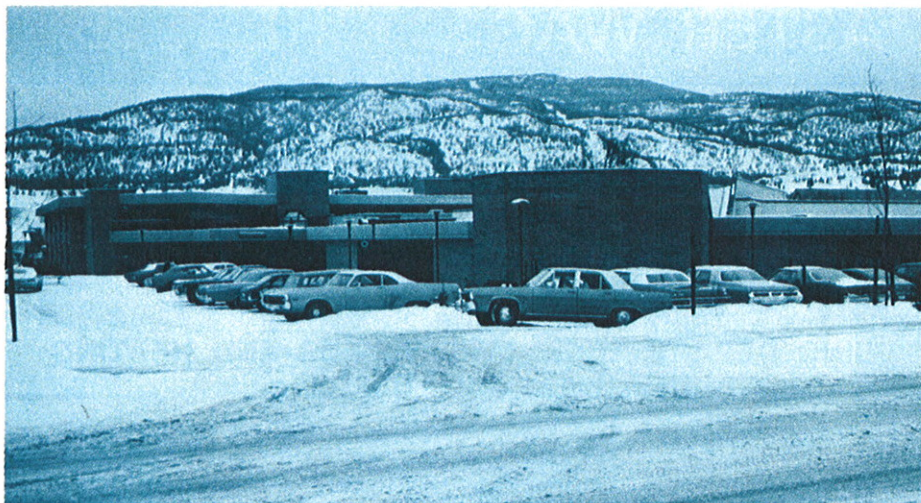
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Richmond Private Hospital has been served notice to start bargaining but is stalling. Sharon Yandle, head of H.E.U.'s private hospital division, has asked the Labor Relations Board to order collective bargaining.

Two representation votes have also



CONTRACT ANALYSIS seminar was held recently at Victoria's Gorge Road Hospital by Staff Representative Bill Muir of Vancouver Island regional office.



PENTICTON AND DISTRICT RETIREMENT LODGE . . . certification applied for.

Employees sign at Penticton lodge

The Union has applied for certification for Penticton and District Retirement Lodge after an organizing campaign during January and February.

Some 40 employees work at the intermediate care facility.

The 97-bed hospital opened last October with a recreation centre and a residential complex attached to it. Members of the community may use the recreation facilities. Funding for the hospital comes from provincial, federal and municipal sources.

licence withdrawal

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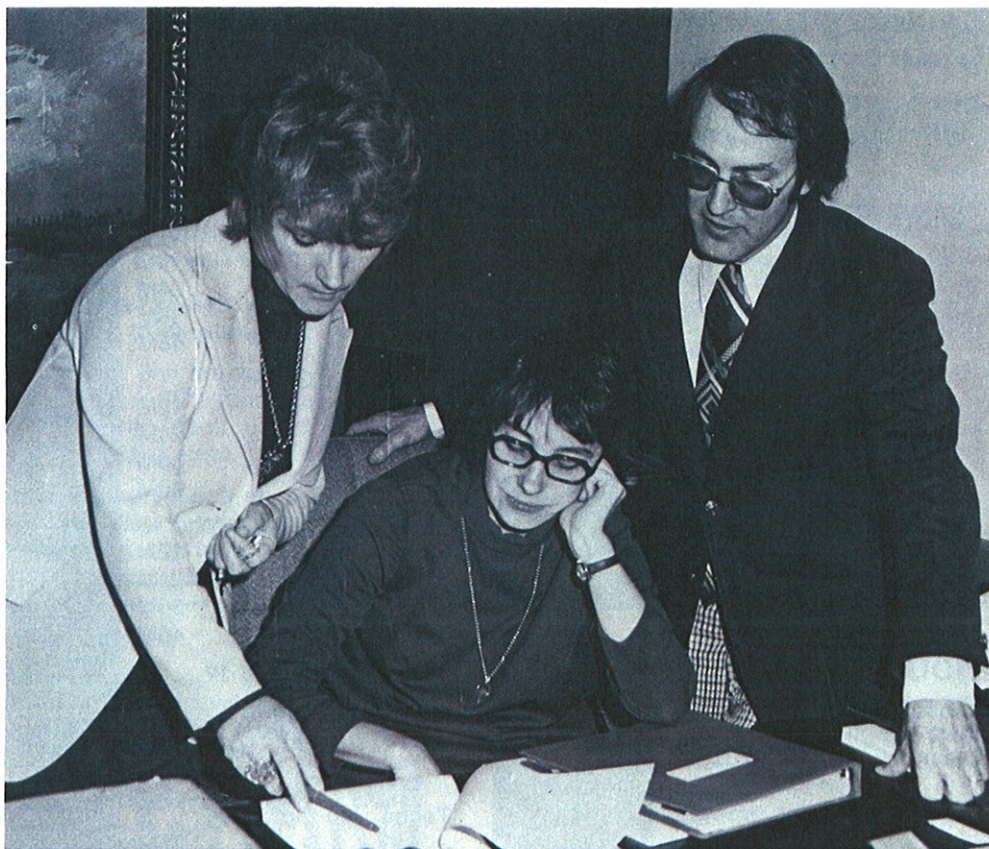
At Parkridge Private Hospital, where H.E.U. member Blanche Pearsall (see story, page 8) assisted in organizing, 40

out of 48 employees were signed up within four days.

The bargaining at Beacon Hill broke down, however, after seven sessions and is going to mediation.

Management refused to recognize certification, refused to recognize a union shop (it wanted voluntary member-

(Continued on page 12)



CHECKING OVER brief to Health Minister are private hospital organizers; from left, Mona Leaker, Sharon Yandle and Keith Wilson. Formerly unit chairman at Victoria's Gorge Road Hospital, Wilson has joined the Union's staff.

King George membership hanging in

While charges and counter-charges fly around them the employees at King George Private Hospital only grow stronger in their fight for decent conditions and wages.

They have been taken aside individually by the matron and questioned about Union activities—who belongs, who was at the meetings?—but the solidarity grows.

One morning they all turned up wearing their H.E.U. pins and proudly reported for work, one by one, to the matron. She didn't say anything then but later collared one of the employees and asked her what she was wearing.

"It's a pin, with a picture of a hospital on it," was the reply.

Yes, said the matron but it's a Union pin, isn't it?

The employee, aware of the Labor Code's provisions, cautioned the matron: "You can get into trouble asking us about unions."

Part of what keeps them going is their concern for the patients. At present they are virtually not allowed to talk to patients because the hospital is hopelessly understaffed.

Their attitude was commended recently by a hospital inspector who is a member of Health Minister Cocke's investigative team looking into the King George situation. She said she was impressed by the dedication of the staff and that she felt conditions at the hospital would have been worse without it.

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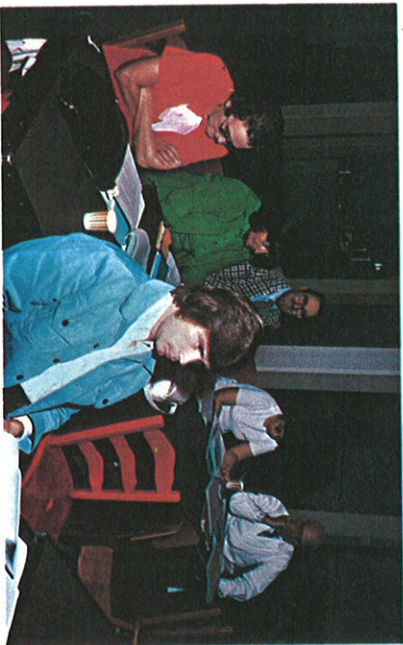
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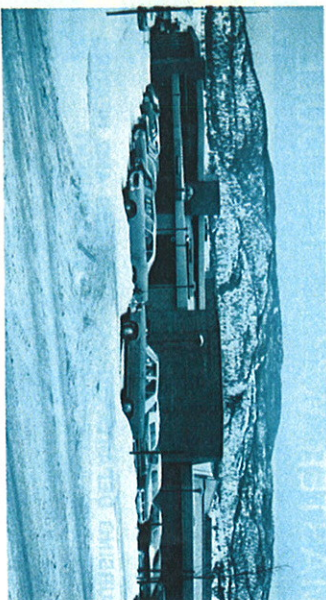
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PROVINCIAL MASTER WAGE SCHEDULE

Noted below is a sampling of wage rates effective March 1, 1975 including the 4.2% Cost-of-Living Adjustment. All of the Departments listed below include Provincial Standard Wage Classifications with the exception of the Clerical Department. A further Cost-of-Living Adjustment, if warranted, will be paid September 1, 1975.

Effective
March 1,
1975

CLERICAL DEPARTMENT

Clerk Grade I	S	\$ 732.75
6M		745.00
12M		757.25
24M		784.75
Clerk Grade II	S	742.75
6M		756.25
12M		769.50
24M		801.75
Clerk Grade III	S	754.00
6M		770.50
12M		788.75
24M		830.75
Clerk Grade IV	S	768.50
6M		791.50
12M		817.75
24M		876.75
Clerk Grade V	S	791.50
6M		817.75
12M		850.50
24M		886.00
Clerk Grade VI	S	817.75
6M		852.25
12M		886.00
24M		886.00

NURSING DEPARTMENT

Orderly	S	886.00
6M		895.25
12M		935.50
Orderly P.A.R.	S	886.00
6M		916.50
12M		957.50
Orderly Specialty I	S	903.50
6M		987.75
Orderly Specialty II	S	967.50
6M		991.75
12M		1,016.25
Orderly Specialty III	S	1,019.50
6M		1,033.25
12M		1,046.00
Inhalation Therapist Q.N.R.	S	965.75
6M		1,005.75
12M		1,046.00
Inhalation Therapist Licensed	S	1,014.25
6M		1,054.00
12M		1,094.50

Effective
March 1,
1975

NURSING DEPARTMENT (Continued)

Nursing Service Aide I	S	763.75
6M		771.25
12M		778.25
Nursing Service Aide II	S	778.25
6M		787.50
12M		797.25
Nursing Service Aide III	S	791.00
6M		801.25
12M		811.50
Practical Nurse	S	886.00
6M		895.25
12M		935.50
Nursing Service Technical	S	849.00
6M		864.00
12M		879.25

LAUNDRY DEPARTMENT (except Creston)

Laundry Worker I	S	755.25
6M		762.00
12M		768.50
Laundry Worker II	S	761.75
6M		769.00
12M		776.50
Laundry Worker IV	S	886.00
6M		886.00
12M		886.00
Laundry Worker V	S	900.50
6M		915.00
12M		928.75
Laundry Worker VI	S	916.00
6M		929.50
12M		943.00

HOUSEKEEPING DEPARTMENT

Cleaner	S	886.00
6M		886.00
12M		886.00
Housekeeping Aide	S	731.50
6M		746.00
12M		760.75

Effective
March 1,
1975

POWER AND HEATING DEPARTMENT

Operating Eng.—Chief with 3rd Class Papers	F	1,256.50
Operating Eng.—Chief with 4th Class Papers	F	1,127.00
Shift Engineer— "A" Ticket*	F	1,069.50
Shift Engineer— "B" Ticket*	F	1,006.75

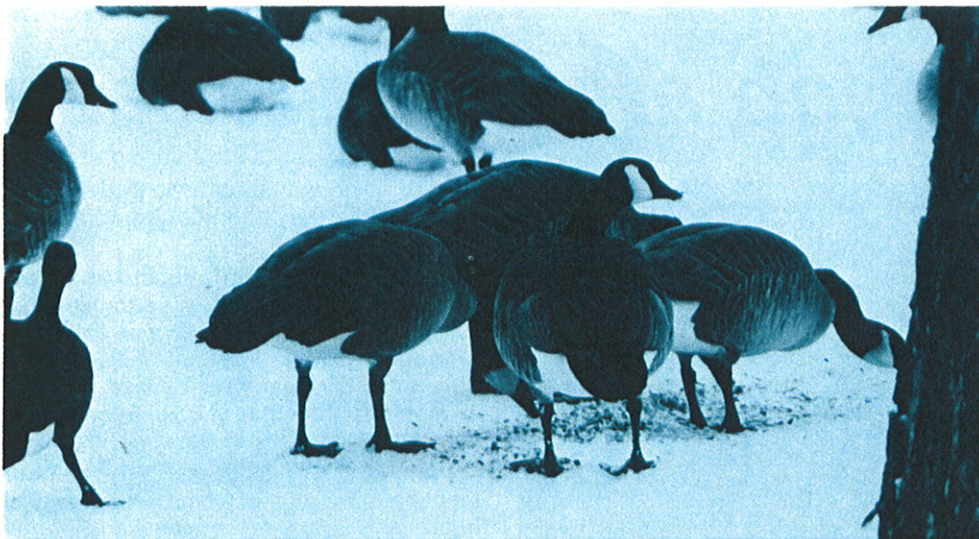
*Plus \$25.00 for Supervision

MAINTENANCE AND UTILITY DEPARTMENT

Maintenance Trades	F	1,177.25
Maintenance No. 3	F	1,089.75
Maintenance No. 2	F	1,048.00
Maintenance No. 1	F	1,006.75
Utility No. 3	F	987.50
Utility No. 2	F	950.75
Utility No. 1	F	914.50

LABORATORY AND X-RAY DEPARTMENT

Technician Grade I	S	886.00
12M		928.75
24M		974.25
36M		1,019.50
48M		1,065.25
Technician Grade II	S	931.75
12M		977.25
24M		1,023.00
36M		1,068.25
48M		1,114.50
Technician Grade III	S	974.25
12M		1,025.75
24M		1,077.00
36M		1,127.75
48M		1,179.00
Technician Grade IV	S	1,065.25
12M		1,122.25
24M		1,179.50
36M		1,237.00
48M		1,294.25
Technician Grade V	S	1,203.25
12M		1,269.25
24M		1,335.00
36M		1,400.75
48M		1,467.00



WINTER SETTING near Penticton provides attractive snowy landscape but doesn't make things easier for hungry geese.

What was that again...?

We have it on good authority that the following sentences were included in applications to a welfare department for support.

- I am forwarding my marriage certificate and six children. I had seven one died which was baptized on a half sheet of paper.
- I am writing the Welfare Department to say that my baby was born two days ago. When do I get my money?
- Mrs. Jones has not had any clothes for a year and has been visited regularly by clergy.
- I am glad to report that my husband who was missing is dead.
- I cannot get sick pay. I have six children. Can you tell me why?
- This is my eight child. What are you going to do about it?
- Please find for certain if my husband is dead. The man that I am not living with can't eat or do anything until he knows.
- I am very much annoyed to find that you have branded my son illiterate. This is a dirty lie as I was married a week before he was born.

- In answer to your letter, I have given birth to a boy weighing ten pounds. I hope this is satisfactory.
- I am forwarding my marriage certificate and my three children, one of which is a mistake as you can see.
- My husband got the project off two weeks ago and I haven't had any relief since.
- Unless I get my husband's money pretty soon I will be forced to lead an immortal life.
- You have changed my little girl into a little boy, will this make any difference.
- I want money as quick as I can get it. I have been in bed with the doctor for two weeks, and he doesn't do me any good. If things don't improve, I will have to send for another doctor.
- In accordance with instruction I have given birth to twins in the enclosed envelope.

Job evaluation report due soon

A report is due out soon from the Job Evaluation Committee.

One of the committee's members, said the report is in the polishing-off stage and was expected to be completed before the March 31 deadline.

It will be delivered to Health Minister Dennis Cocke, who will then release it to the various parties involved, including H.E.U. and the B.C. Health Association.

Anomaly hearings stalled

The Herbert hearings into pay adjustment requests have run into a stumbling block — thanks to the BCHA.

H.E.U. is set to present anomalies from Okanagan and Kootenay Hospitals while the B.C. Health Association is insisting upon a strict application of the collective agreement.

Hearings are to be held during December and January, if necessary.

H.E.U. maintains it is only fair and reasonable to continue the hearings until all requests have been heard.

The deadline was extended to February when hearings were held in Prince George and this practice should be continued until all requests have been heard.

BCHA's stalling tactics and the misuse of a "technicality" builds a barrier of resentment that can only result in a wastage of work performance.

H.E.U. has made a written application to R. G. Herbert, chairman of the committee, to proceed with the hearings as soon as possible and disregard the BCHA's manufactured protests.

Professor Herbert's decision was pending at press time.

Bargaining for drivers in mediation

Negotiations are at mediation level for a first contract for ambulance drivers in Williams Lake.

Not exactly H.E.U.'s biggest unit — a total of five drivers and attendants are involved — the group nonetheless has turned to Local 180 in its bid for representation.

A clash has resulted following granting of certification and H.E.U. has laid charges of unfair labor practices against officials of the provincial Department of Emergency Health Services.

The charges were laid following meetings in January between the unit members and Staff Representative Owen Adams.

The employees approached Adams in December with a request to join the Union.

Headline on a newspaper ad recently: Heart disease needn't be No. 1 killer; your doctor can help.



ADMINISTRATOR URGED TO QUIT

Clerk back on job after court case

For Blanche Pearsall, head admitting clerk at Maple Ridge Hospital, justice has come after a long, rough battle.

As a result of an Appeals Court decision Feb. 25 in Vancouver she is back in the job from which she was fired last August.

She returned to work on Wednesday, Feb. 26. She would have been back on the job last October but for the stubbornness of the hospital's administration, which refused to accept an arbitrator's binding ruling.

A dispute that need never have arisen was perpetuated by a stubborn administrator while a woman who was within two years of retirement struggled without a regular pay cheque to support her disabled husband and to restore her reputation.

H.E.U. calls for the resignation of administrator Peter Hodge.

The pathetic mess began in August, 1974. Mrs. Pearsall, with 15 years' service at Maple Ridge Hospital, had no reason to suspect that her job was in danger. There were the usual minor personality conflicts that are found in every place of employment but nothing seemed serious.

She enjoyed her job and performed it well. Recently the B.C. Health Association had asked her to appear on a panel



BLANCHE PEARSALL

and present a verbal and photographic outline of admissions to a small hospital. The presentation was well received and she was highly commended for it.

Even administrator Hodge said at the arbitration hearing, "She was accurate and painstaking in the clerical aspects of

the job," and witnesses who had worked with her said they had learned well under her tuition.

But on a morning in August Mrs. Pearsall was told sternly by administrator Hodge's secretary that she was to attend a meeting. Mrs. Pearsall asked some questions and gathered it was serious, so she insisted that H.E.U. Representative Lee Whyte attend the meeting.

With Mrs. Whyte present a one-hour meeting was held in which Mrs. Pearsall heard a barrage of criticism and vague accusations on subjects that had not been brought to her attention before.

Shocked and puzzled, she left the meeting having been suspended for two weeks.

"It was quite a blow," she recalls.

She went home and filled out a grievance form.

During her two-week suspension she received a letter from the hospital informing her, she had been fired — retroactively, to the first day of her suspension.

H.E.U. and Mrs. Pearsall prepared the case for arbitration. In the fall, with the financial and emotional burden ever-increasing, an arbitrator heard the details. His binding ruling was that Mrs. Pearsall was unjustly dismissed and, in fact, unjustly suspended. The hospital paid her back wages.

She was due to return to work last Oct. 22. She had bought new shoes and had her hair cut for the occasion, when a phone call from the hospital came. She was not to return to work, she was



WHITE ROCK unit members from Peace Arch District Hospital turned out to membership meeting despite heavy snowfall throughout entire evening. Staff representative addressed them after regular business had been concluded.



"That's Mr. Wilson, he's doing some comparison shopping for a gall-stone operation."



LOUIS BRIER unit members (above) squeeze into meeting room to conduct regular business and hear Staff Representative Bernie Gehring report on Union activities. Meeting also included swearing-in of new H.E.U. members, including young woman in photo at right.



told, until further notice. The hospital was appealing the arbitration decision.

Throughout the winter she had to play the dreary waiting game again. Once more there were no pay cheques. While others enjoyed Christmas she and her husband, who was in his third year of a small disability pension, tried to ward off the dismaying thoughts of an uncertain future.

On Feb. 25 her day in court arrived. Mrs. Pearsall and lawyer Alan Black, appearing on behalf of herself and the union, heard the Appeals Court judges dismiss the case within an hour.

No-one from the hospital's administration was present.

The next day Mrs. Pearsall was at her desk at the Maple Ridge Hospital.

A few days later she received her first pay cheque after the long ordeal.

It totalled, including four months' back wages, \$2,084.96, after all deductions.

Blanche Pearsall said she enjoyed her first day back at work "very, very much."

"I don't hold a grudge. I haven't gone back with any ill feeling."

There's no doubt that the hospital board should also take a long hard look at its conduct and the conduct of the hospital's administration.

The whole case is a damning indictment of their employee relations ability.

Their inept handling of the case and their stubborn refusal to disregard vague

accusations and innuendo disrupted people's lives for seven months and threw into doubt the reputation of a woman close to retirement — a woman who had worked conscientiously and faithfully for 15 years for the hospital.

When a desire to "save face" overrides officials' sense of fiscal responsibility and fairness to their employees and fellow human beings, it is time for them to step aside and make way for others.



PRESS CONFERENCE was held at H.E.U.'s new Okanagan-Kootenay regional office in Kelowna when special officer Bert Blair handed down recommendations on Kelowna dispute that resulted in sit-in last summer. Dave Rutherford (left) of radio station CKIQ interviews Kelowna unit chairperson Marion Perry.

The following article was written by Sharon Yandle. She is an H.E.U. staff member and is active in the women's movement in British Columbia.

*It's National Brotherhood Week . . .
National everyone smile at one-
another-hood week . . .*

*It's only for a week so have no fear
Be grateful that it doesn't last all
year.* —TOM LEHRER

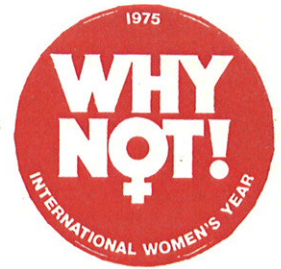
Unlike National Brotherhood Week, the 1975 International Women's Year proclaimed by the United Nations and endorsed by the Canadian government does indeed last a whole year. And from the present vantage point — five months into that year — it may be worthwhile to cut into some of the rhetoric of politicians and those too-clever ads spewing forth in the media to ask a few, albeit pointed, questions.

For example: What is the point of the exercise?

be is decided by (who else?) senior civil servants in Ottawa. Already, and not surprisingly, this plan of action (or non-action) has come under heavy fire. The first Ottawa meeting of women delegates called to discuss the conferences came to a unanimous conclusion: they hated it.

Echoing the same sentiments that countless Canadian women's groups have before and since expressed, these delegates pointed out that the last thing women want or need is talk. They have, they explained, been talking for ten years. They know what the problems are, and central among these is the problem that nobody has listened, least of all those with the power to change things.

If the Canadian government has money to throw around on behalf of women, then put it into areas that really mean something: for example, \$5 million would create a lot of child care facilities for working women, or job retraining programs for housewives. Or, they con-



wage worker who is raising a family on the side.

What has made the ad campaign even worse has been its ability to put down the very people it's supposed to have been helping. So, for example, it could not encourage girls to consider becoming doctors without implying that a nurse is some low form of beknighted humanity.

Similarly, it attempted to convince housewives that they really do work hard at a necessary job — as if that point has ever been in question — but failed to deal with the real problems of housewives: not their own self-image, but the fact that their unpaid, unregulated work reduces them to total financial dependency and all the implications that go with that state.

The reality is that almost all housewives are one man away from welfare, yet the ads never mentioned that. Why not?

If the unfolding of International Women's Year shows anything, it is the simple truth that God (and governments) help those who help themselves. If it were left to the goodwill of the powers-that-be, Women's Year would be like all other years, except that yet one more series of conferences would be held at which women can continue to convince each other of what they already know, and one ad agency would be a little bit richer.

Women in the trade union movement, however, do have the ability to help themselves. It has been through collective action that H.E.U. women have gained benefits they otherwise would wait a lifetime for governments to provide — maternity leave, for example, and a month's paid vacation each year (which, let's face it, means that for four weeks a year at least working women only have to do one job instead of two).

Much remains to be done. Women faced with a sick child and a job to go to, or the 85-hour work week that all available studies show is the lot of married working women, know that we still have a long way to go before real equality exists between working men and working women.

International Women's Year may be an exercise in futility on the governmental level, but if it can stimulate women to organize for change themselves — especially at the bargaining table — the Year of the Woman may yet accomplish something, even in spite of itself.

INTERNATIONAL WOMEN'S YEAR

The rise and fall of a good idea

The most positive indications of the whys and wherefores of International Women's Year came from the United Nations' lengthy guidelines for nations in the proclamation of 1975 as the Year of the Woman. It is, the U.N. said, designed to initiate an increased public awareness of the specific problems and aspirations of women.

More particularly, it is designed to encourage governments to *enact specific legislation* on precisely those areas of concern defined by the women's movement: birth control and abortion, child care, elimination of wage differentials between men and women, educational change and so on.

Second question: What has Canada done about it?

Answer: Practically nothing.

Or rather, nothing of much consequence. Canada has chosen to observe International Women's Year by initiating two programs: First, a series of conferences organized by (who else?) senior civil servants in Ottawa, in which several hundred women around the country will participate. Who these participants will

cluded, don't spend any money at all: just take abortion out of the Criminal Code.

The second way Canada is acknowledging the Year of the Woman is through a three-month national advertising campaign (which, at this writing, is thankfully over) apparently designed to change the nation's ideas about women. Using the slogan, "Why Not?" which has the dual advantage of saying absolutely nothing and hence offending nobody, this campaign has succeeded at reinforcing the status quo.

Aiming precisely at the level of understanding already held by most Canadians, the ad campaign militantly calls for things that women already have, and with which virtually no-one disagrees: the *right* to have an education, get a good job, choose a career, etc. The problem is that these legal rights already exist. What doesn't exist is the ability to exercise them.

It's all very well to proclaim the right of women to work — but tell that to the deserted mother who has a few children to look after, or the unskilled minimum



CONCENTRATION is maintained by Union members (above) from Children's Hospital, Vancouver, during recent unit meeting. New officers were elected, including Kathy Bakker (left) who takes over as vice-chairperson after serving as unit secretary. New slate of officers started on the right foot with a successful grievance after the hospital hired someone from outside for a job that a kitchen worker was qualified for.

Guardian deadlines planned for year

For the past couple of years the Guardian has been coming out regularly — to the delight of H.E.U. members and the Union's staff.

There were good reasons for the hit-and-miss schedule of this publication in past years as those delegated with the responsibility of putting it together faced countless other tasks in a rapidly growing Union.

From a small but informative and lively mimeographed sheet, the Guardian has grown with H.E.U. And so have its methods of preparation.

Deadlines for regular issues of the Guardian have been formulated and projected a year ahead, and they are listed below for the convenience of unit officers involved in distribution, and for the membership in general — in the hope that more members will take part in supplying ideas for articles and photographs.

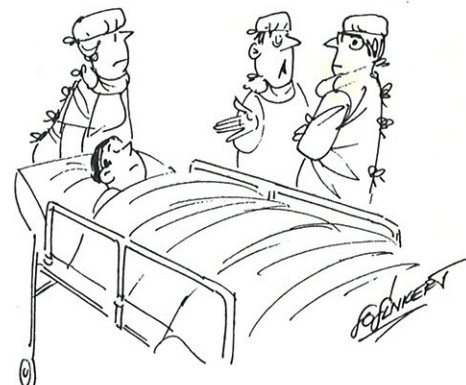
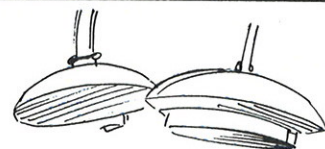
It's your publication, and contributions are always welcome.

GUARDIAN	COLOR PHOTOS	STORIES
May/June	April 29	May 2
July/August	June 24	June 27
September/October	September 10	September 15
November/December	November 19	November 24
January/February	January 13	January 16

Gov't 'News' free to you

Back in production again is the B.C. Government News, a publication put out monthly by the provincial government with the intention of keeping the public informed of services offered by the various departments in Victoria.

It's free, so any member wanting to get on the mailing list can do so by dropping a line to the B.C. Government News, Parliament Buildings, Victoria, B.C.



"But we can't put 'him' in a women's ward until we find out if the operation was successful."

YOGA, LUNCH GO TOGETHER FOR FITNESS



Some are doing it to lose weight.

Others are trying to keep (or become) fit.

Still others are just curious.

What's it all about? Yoga. At the Penticton Regional Hospital.

The new fitness program was begun in January at the hospital, and has become a success.

The noon-hour yoga classes start at 12:15 and 12:45 p.m., two each day.

Also included is a lunch of natural foods.

The program takes place in the gymnasium in the physiotherapy department.

The hospital also sponsors a bowling league, as well as a swimming group which meets once weekly at the Penticton Inn's pool.

Last spring the hospital initiated a program more strenuous than the planned

yoga program. Involved were such exercises as skipping rope, running dashes, riding the exercise bike, doing chin-ups and other activities.

Don Gray, hospital administrator, said the original program, which was terminated



recently, was not popular, with only about 20 of the 380 employees taking part.

The yoga program has proved successful with patients who have been involved with it, including persons in the activation, extended care and psychiatric units.

— ROUNDUP —

A decision by the Labor Relations Board clarified the position of student practical nurses with respect to one aspect of the planned apprenticeship program (see also editorial page 7). The board confirmed in writing its ruling that student practical nurses at Vernon Jubilee Hospital, Kelowna General and Penticton Regional are not employees within the meaning of the B.C. Labor Code and are therefore excluded from H.E.U. certification. However, the ruling made one thing clear: the decision does not prejudice H.E.U.'s right "to pursue the apprenticeship program provided for in its collective agreements with hospitals throughout the province."

* * *

First collective agreements with new H.E.U. certifications are in the bargaining stage at several units, including the B.C. Cancer Institute, Holy Family, Dogwood Lodges, Bevan Lodge and the Tofino Hospital. Bargaining on most of the language for the new Shaughnessy-George Derby contract was concluded before mediator Ed Sims but some items, including wages, have gone to arbitration. The new contract provides for four weeks' vacation after one year's service and five weeks after 10 years. Members in the unit will also have free parking, a \$3 meal allowance when working three hours beyond a normal shift and retain most other superior benefits they enjoyed before the hospital was turned over from federal to provincial jurisdiction last year. An arbitration decision on outstanding items is pending.

* * *

Last issue, the Guardian reported the BCHA was sitting on its hands in the Cost of Living Allowance (COLA) situation, stalling on a decision whether to adopt Bert Blair's recommendations on implementation. Well . . . the association finally got around to letting everybody know that it would accept Blair's suggestions and recognize partial percentage points in cost-of-living rises. Fine, but there's still the subject of severance allowances and Blair's recommendations on them, which the BCHA hasn't acknowledged yet. Over to you, BCHA . . . Incidentally, the first hospitals to confirm COLA payments as recommended were Cariboo Memorial in Williams Lake and Vancouver General.

UNION BRIEF *(Continued from page 5)*

ship) and tried to exclude a significant number of the work force from any prospective agreement.

Commented Sharon Yandle when talks broke off: "You don't need a weatherman to know which way the wind is blowing."