

The Hospital

# Guardian



HOSPITAL  
EMPLOYEES'  
UNION LOCAL  
180

## NEW WESTMINSTER'S QUEEN'S PARK HOSPITAL

A black and white photograph of a modern, multi-story hospital building. The building features a prominent balcony with a glass railing on the upper floor. Large windows are visible on both levels. The building is set against a clear sky, and some trees are visible in the background.

# SPECIAL EDITION

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

## The Hospital Guardian

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Provincial Executive



HOSPITAL  
EMPLOYEES'  
UNION LOCAL  
180

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## THIS ISSUE:

*This special edition of The Guardian — the official voice of the 21,000 members of the Hospital Employees' Union, Local 180 — is being published exclusively for the workers at Queen's Park Hospital in New Westminster.*

*It is designed to give those workers a better idea of what the HEU is, who its members are, how it is run, and by whom.*

*This is information we want them to have, because those employees will soon be asked to vote on the question of which trade union, if any, they want to represent them.*

*As in any election, the voters should know the facts before marking their ballots.*

*These, then, are the facts about us . . .*

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## THE SEXES

# Discrimination ending

In hospitals, it has long been the practice to pay women less money for doing essentially the same work that their male counterparts do.

That may be why hospital work has, for so long, been considered "women's work."

In British Columbia, though, that idea — and those practices — are on the way out, thanks to the work done by the Hospital Employees' Union, Local 180.

The Union's record on the issue of equal pay for work of equal value goes back to its founding; but, since 1973, it has made more headway than in any five-year period to date.

It all really started in April of that year, when HEU won an arbitration case at Kimberley, where Arbitrator D. R. (Bert) Blair ruled the hospital had been discriminating against practical nurses by paying them less than it paid its male orderlies.

Growing out of that arbitration decision — in part — was an agreement with the provincial government to implement a two-part program designed to rid the industry of sex discrimination once and for all.

One part of that program is still unimplemented, though the Union is still fighting hard to get the government to do what it promised it would do more than four years

ago, by implementing an apprenticeship training program for practical nurses and orderlies.

But, after years of fighting, the other part of the program is at last becoming a reality.

Early this year, the Union and the Health Labour Relations Association finally began the task of evaluating the job being performed by every worker in every HEU hospital in the province.

This ambitious job evaluation program will ultimately see every HEU member in the province asked about their job, their salary and their working conditions.

When it's all over, sex discrimination should be a thing of the past.

The program is being carried out by a three-member committee which is independent of both the HEU and HLRA. It hires its own staff, has its own offices and directs its own workforce.

But it's an HEU program, one which the Union fought for, for many long years.

As members of the Union, Queen's Park Hospital employees would take part in the job evaluation program, getting a chance to let the experts decide whether they are paid a salary which reflects the job they do.

To us, that's only fair.

## UNITS



**UNIT OFFICERS**, such as the group from Peace Arch District Hospital in White Rock pictured here, are the people who really run the Union. Elected each year by the individual Unit members, they are responsible for seeing to it that the contract is enforced, the membership protected and the obligations of trade unionism lived up to. Collectively, the Unit Executives are one of the most important groups in the HEU.



SHOP STEWARDS from Northern Units at recent contract seminar.

## CONTRACT How to use it

Having the best contract in the world wouldn't do a union any good if that contract wasn't enforced.

Knowing that, HEU has set out to ensure that its contracts *are* enforced, by the only people who can enforce them: the Union's members.

To make sure each Unit's shop stewards and executives know the contract, and how to enforce it, HEU stages repeated seminars all over the province, where experts teach one and all what the contract says . . . and what it means.

## NEW UNITS

### Warm welcome

Hospital employees who have just become new HEU Units are something special.

Even though workers at new hospitals all over the province are joining the Union in a steady stream — and have been since 1944 — the Union never forgets that each new Unit has something unique and untried to bring with it into British Columbia's largest hospital workers' union.

HEU has also never forgotten that its new members must be willing members if they are to join in the running of that union, an absolute must for a trade union which is recognized as being one of the most democratic anywhere.

Not all unions operate on this principle . . . when workers at Kamloops' Ponderosa Lodge said they wanted to join HEU back in 1975, for example, the B.C. Government Employees' Union tried to block their affiliation, arguing before the provincial Labour Relations Board that it was a more appropriate union for those workers.

The Labour Relations Board ruled that the employees had made it obvious that they wanted to belong to HEU, that HEU was obviously capable of representing them and that, therefore, the workers would be allowed to belong to the union of *their* choice.



PONDEROSA LODGE in Kamloops

## GRIEVANCES

### Solving problems is aim

Got a problem with your supervisor?

HEU has the machinery to get it solved . . . a part of every contract the Union signs is a well-defined grievance procedure, one which involves the grievor right from the first step to the last.

If you, or your Unit, need help to fight an injustice, it's only a phone call away.



## WAGES HOW MUCH?

That's the question everyone wants answered.

It's impossible to say for sure before negotiations for a first contract are concluded.

But we do know that workers at Fellburn Hospital, which is operated by the same people who are running Queen's Park, got more than the going HEU industry rate in their first contract (you, incidentally, aren't getting the going rate).

Ultimately, though, your wage rate will be determined by your bargaining committee, those Queen's Park workers you elect to represent you at the negotiating table.

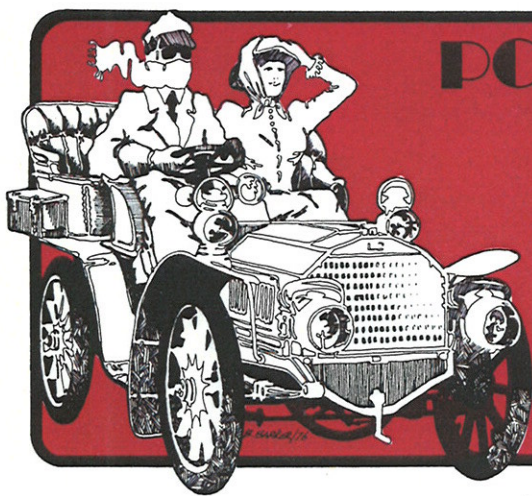
## PORTABILITY

That's just one of the many benefits you get with an HEU membership.

It means the ability to transfer your wage increment, accumulated annual vacations (and vacation entitlement) and sick leave credits when you move from one HEU hospital to another.

That means you'll bring those benefits with you if you're coming to Queen's Park from another HEU hospital.

With the Hospital Employee's Union, you can take it with you.





## BARGAINING

**SECRETARY-BUSINESS  
MANAGER JACK GEROW**  
*speaks to Wage Policy  
Conference.*

# Sixth Provincial WAGE POLICY CONFERENCE

Among the demands:

- A one-year contract, to expire at midnight, December 31, 1978, with a \$1-an-hour across-the-board pay increase as one of its major components.
- A Cost-of-Living Adjustment clause which would provide for a 1 per cent increase in pay when the Vancouver Consumer Price Index goes up by an identical amount.
- Improvements in the language covering super-statutory holidays and vacations, plus a demand for a 36-hour work week (based on an eight-hour day and banking — for most employees, this would mean five days on, two off, four days on, three off).

- A call for all overtime to be paid at double time rates.

- A provision for 8 per cent interest to be paid on any retroactive salary increases, should the contract not be signed by December 31, 1977.

In addition, the delegates determined that improvements in non-cost areas of the contract were needed, and they included provisions for the granting of tenure to long-term employees; provisions allowing employees access to their personnel files; and provisions prohibiting an increase in the workloads at hospitals during holiday and vacation periods, in their list of demands.

They met in Kelowna, the "Sometimes Sunshine Capital of British Columbia," 159 strong, for two days.

While there, they dealt with more than 320 resolutions, covering over 100 subjects, and elected a five-member Provincial Bargaining Committee.

"They", of course, were the delegates to HEU's Sixth Provincial Wage Policy Conference, the gathering of Unit delegations at which bargaining demands for the Union's 1978 master agreement with the Health Labour Relations Association were formulated.

The WPC is one of the guarantees against centralized power built into HEU's constitution and bylaws, the means whereby the membership at large is assured of constant input into the drawing up of bargaining packages to be presented to the employers.

Every Master Agreement Unit in the province was given the opportunity to send at least one delegate to the conference; every delegate was given the chance to speak his/her mind on every resolution put on the floor of the conference.

From the time the conference was opened, in the convention hall at Kelowna's Capri Motor Hotel on the morning of September 17, until the last gavel fell late Sunday night, the pace was frenetic, as delegates studied proposals, discussed the relative merits of matters before them and argued the advisability of alternate courses of action.

Finally, the work was done: A total of 57 basic demands have been formulated for the bargaining committee to carry with them to the negotiating table.

## The Committee

**Elected to serve as the 1978 provincial bargaining committee:**

**Russ Cole**, of the *Kootenay Lake* (Nelson) Unit. Chairperson of his unit, he is also the regional vice-president for the Kootenays.

**Peggie Hienze**, of the *Prince George* Unit. Chairperson of the Prince George Unit, she was formerly Northern regional vice-president and served on the 1977 provincial bargaining committee.

**Gordon MacPherson**, chairperson of the *Victoria General* Unit. A provincial trustee, he was a member of the 1977 committee.

**Gordon Meagher**, a member of the *Vancouver General* Unit, of which he is the chairperson. First provincial vice-president, he served on both the 1976 and 1977 bargaining committees.

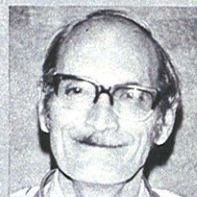
**Bill Third**, *Lions Gate* (North Vancouver) Unit. Unit chairperson, he is also regional vice-president for the Lower Mainland.

**Named as alternates to the 1978 committee were:**

**Ken Black**, *Royal Jubilee* (Victoria) Unit. Unit chairperson, he is also third provincial vice-president.

**Penny Fulton**, *Mackenzie* Unit. Fifth provincial vice-president, she also serves as chairperson of her unit.

**Cliff Weisner**, *Shaughnessy* (Vancouver) Unit. Chairperson of his unit.



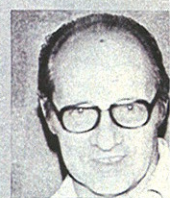
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HEINZE



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