

THE • HOSPITAL GUARDIAN

NOVEMBER • DECEMBER 1977

VOL XIV • NO 6



CHRISTMAS



ISSUE

HOSPITAL EMPLOYEES' UNION LOCAL 180

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

The Hospital Guardian

Published by

Provincial Executive



**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

Editorial Committee

W. D. BLACK
President

J. D. GEROW
Secretary-
Business Manager

JOHN DARBY
Financial
Secretary

GORDON MEAGHER
First Vice-President

GWEN PARRISH
Senior Trustee

STEPHEN BREWER
Editor

INSIDE 5 ORGANIZING

The Labour Relations Board tells workers at Delta's new Centennial Hospital that they don't really belong to the International Union of Operating Engineers—yet! Meanwhile, back in New Westminster, HEU and the mammoth BC Government Employees' Union battle for the right to represent employees at the just-opened Queen's Park Hospital.

6 LEGISLATION

In Quebec, the government of Premier Rene Levesque enacts the most progressive labour legislation on the North American continent. The new law outlaws scabs and strikebreakers, contrasting sharply with British Columbia's "new" Labour Code, which seems to outlaw strikes . . . almost.

9 RETIREMENTS

In a new Guardian section, retiring Unit members are honoured for their service to their Union and their hospitals. We lead off with the story of Mabel Lewis, who's missed only two Unit meetings in more than 25 years.

PROVINCIAL OFFICE:
538 West Broadway
Vancouver, B.C. V5Z 1E9
Telephone 876-2291

OKANAGAN/KOOTENAY OFFICE:
No. 103, 2359 Highway 97 North
Kelowna, B.C. V1X 4H9
Telephone 860-5115

VANCOUVER ISLAND OFFICE:
No. 303, 990 Market Street
Victoria, B.C. V8T 2E9
Telephone 388-7304

NORTHERN OFFICE:
1584 Ogilvie Street South
Prince George, B.C. V2N 1W9
Telephone 564-2102

BROADWAY PRINTERS LTD.



CHILLIWACK UNIT hears report on provincial bargaining from Secretary-Business Manager.

Demands 'ridiculous'

When the Health Labour Relations Association finally sat down to negotiate a new master agreement for 1978, after weeks of agonizing delay (see box story), what it proposed was summarized explosively by a Union negotiator in one short word: "Ridiculous!"

Essentially, what the hospitals' bargaining agent seemed to want to do was eliminate every clause in the contract which gives Union members even the slightest benefit or protection.

In an eight page summary of its proposals, tabled two days late, the Association said it wanted to:

- Change the definition of regular part-time and casual employees "so as to facilitate staffing requirements and to provide a percentage of regular earnings in lieu of certain benefits."

In essence, it seems the HLRA wanted to be able to pay out minimal cash increments to regular part-time and casual employees instead of such things as dental plans, annual vacations, holidays and other "certain benefits."

Were the HEU to agree to such a proposal (it isn't), it would probably be only a matter of time before a majority of the province's hospital workers were either regular part-time or casual workers, all of them getting minimal cash payments in lieu of the benefits the Union has fought so hard to win for them.

- Remove the requirement that its member hospitals sign their new employees into the Union, something it apparently remained willing to do for both the Health Sciences Association and the Registered Nurses' Association of British Columbia, neither of which groups was presented with a similar demand.

- Delete whole sections of the grievance procedure, with the apparent goal of having any grievance which was unresolved at the first step of the present procedure move immediately to the Vancouver offices of the HLRA for final disposition.

Not only did the proposals argue for the gutting of the grievance procedure as a

★ BULLETIN ★

Negotiations between HEU and the HLRA broke down just as this issue of The Guardian was going to press.

Details of further developments will be posted on Unit notice boards in forthcoming Bargaining Newsletters.

Regular reports will be issued.

whole, they also sought to undermine the authority and power of boards of arbitration.

The Association wanted to take away the boards' authority to decide what the question before it was to be, to do away with contract provisions which allowed a board to re-instate a dismissed employee without loss of pay and to change the way in which a board was named.

- Chop one month off the period during which certain benefits are portable from one HEU-certified hospital to another, reducing the eligibility period from 90 days to 60.

- Eliminate the provision for 28 days'

notice of termination to employees when the hospital "could not reasonably foresee the conditions necessitating the layoff."

- Alter the formula for compassionate leave so that employees would not be paid

for leave which fell in a period when they were off-duty, on holiday or on annual vacation.

- Eliminate the payment of severance allowance to retiring workers, except to those

"retiring outside of the Municipal Superannuation Plan."

This would mean only a small handful of workers would be eligible for the severance upon retirement.

Mediator necessary to force talks

Given the past record of the Health Labour Relations Association in bargaining, it came as no surprise when the Union was forced to ask the provincial government to name a mediator to get the employer's bargaining agent to the negotiating table.

What did come as a surprise was the Association's attempt to convince someone (*its own members, perhaps?*) that it was the Union which was stalling the negotiating sessions.

Among the claims issued by the HLRA, in October, in a series of "Employee Information Bulletins":

- *That the HEU had written to the HLRA and asked that bargaining not start until October 17.* What the Association failed to mention was that in the letter it quoted, Secretary-Business Manager Jack Gerow only confirmed earlier discussions, in which it had been agreed that negotiations for a new Master Agreement would not start until October 17, after HEU had concluded its wage policy conference.

In the same letter, Gerow also confirmed that the Union wished begin talks on variations and attachments to the master agreement on September 6, and served legal notice on the Association to be at that meeting to start talking . . . the HLRA didn't bother to show up.

- *That the HLRA was "prepared to commence negotiations prior to" October 17.*

A strange claim in light of its refusal to attend the September 6 meeting, and in light of the fact that it was not prepared to table any of its demands until October 21.

- *That the "procedures by the HEU . . . apparently [did] little to impress the appointed mediator who [was] not even . . . present" when negotiations began on October 17.*

Ed Sims was named to mediate the HEU-HLRA dispute after the Union went to the mediation branch of the provincial

labour ministry to ask for help in getting the Association to sit down and bargain.

The branch won't make such an appointment if it feels there is any other way to get a bargaining agent to the negotiating table; that it did name Sims to mediate indicates it felt no other course was available.

When he was appointed, Sims told both parties he was about to leave for a European holiday and made arrangements for the Union and HLRA to meet at his office on October 17 to exchange bargaining demands.

- *That the absence of Gerow from the October 17 meeting prevented anything from being accomplished.*

In fact, since only demands were to be tabled until Sims returned from holidays, there was no need for Gerow — who was occupied elsewhere — to attend the meeting.

Nothing was accomplished at the meeting on October 17 because the HLRA was not then prepared to table its bargaining demands, the usual first step in contract negotiations.

Even had Gerow been at the meeting, nothing would have been accomplished, because bargaining couldn't start until HLRA tabled its demands.

The Association didn't have even a partial list of its demands ready to be tabled until October 21.

MEDIATOR ED SIMS: Into the fray once again.



'WE WON'T MOVE'

A troublemaking new head housekeeper sparked a two-day sit-in at Nanaimo's Regional General Hospital in October, a spontaneous job action which didn't end until the Union had received a promise from the hospital that steps would be taken to remedy the situation.

The sit-in began when the hospital's day shift housekeeping staff went for coffee at 9:30 one morning and decided to stay in the cafeteria until their growing list of complaints against the new supervisor were all resolved.

They were joined later by the rest of the housekeeping staff.

Unit Chairperson Adele Woods and Vancouver Island Servicing Representative Pete Endres met with the hospital administration and returned with a proposal to end the sit-in which was rejected by the housekeeping staff.

The two negotiators returned to the administration offices, ultimately arranging an agreement which virtually guaranteed the troublesome supervisor would alter his attitude toward the staff he oversees in the housekeeping department.

The proposal was approved by the house-

keeping staff, which ended its sit-in after endorsing the agreement by secret ballot.

The supervisor who sparked the incident has been responsible for similar job actions at several British Columbia hospitals in recent years.



NANAIMO REGIONAL GENERAL HOSPITAL and Unit Chairperson Adele Woods (inset).

Stewards are trained at seminars



SHARON HURST, of 100 Mile House Unit, at Northern Region contract seminar.

New shop stewards from HEU Units all over the province are being trained in contract interpretation at seminars which are an integral part of the Union's ongoing program of membership education.

The seminars — 14 in all — are being held at regional centres throughout British Columbia.

Provincial office Staff Representative Bob McCartney is chairing the seminars, which are designed to familiarize Unit members with the provincial master agreement.

"We're trying to avoid a rigid structure at these seminars," McCartney told *The Guardian*, "preferring to let people ask questions as they come up, instead of making them wait until some pre-set 'question period' rolls around."

Stewards who have attended those seminars already held have generally found the two-day crash course in contract language and application "informative and helpful," he added.

By the end of November, seminars had been held for stewards from the northern region, the smaller hospitals on the Lower Mainland, Royal Jubilee and Victoria General, Vancouver General, the West Okanagan, some other Lower Mainland hospitals, the Fraser Valley and the East Kootenays.

Still to be held are seminars for stewards from Northern Vancouver Island, St. Paul's, Royal Columbian and Lions Gate, smaller hospitals in Victoria, still other Lower Main-

land hospitals, Okanagan Mainline and the West Kootenays.

"In the long run, these seminars are in investment in Local Unit control of their own workplaces," McCartney said.

"They also pay short-term benefits, in the form of improved contract enforcement."

Both are goals the HEU can heartily endorse.



McCartney



Now open your mouth and say nothing at all.

ORGANIZING

DELTA GETS VOTE

The Union has won an unusual battle to give a group of hospital workers the opportunity to say they don't wish to belong to it, or to any other trade union.

The victory came in the form of an award handed down by the Labour Relations Board in mid-November, which finally ended the months-old turmoil at Delta's new Centennial Hospital (*Guardian*, September-October).

The award provided that the employees at

Centennial would be polled by secret ballot — they were polled December 5, though results were not available at press time — and asked two questions:

- Did they want to belong to a trade union?
- If a majority of them answered "yes" to that question, did they want to belong to the International Union of Operating Engineers or to the Hospital Employees' Union?

It took the Union a good deal of effort to get that much.

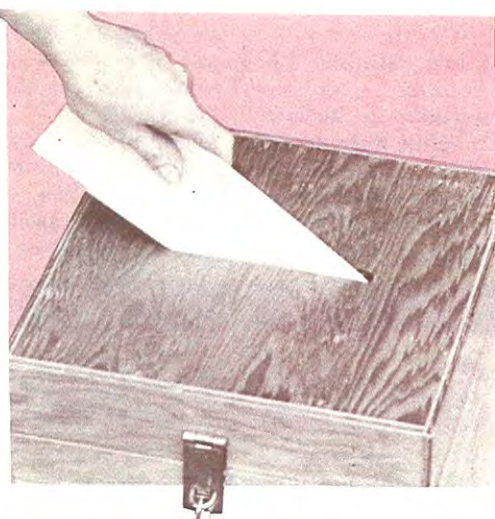
The problems at Centennial began in September, when the IUOE — which had been certified for a lone operating engineer there in April — agreed with the hospital's management to include all other workers at the hospital in its certification.

Without bothering to ask the workers what they felt about that agreement, IUOE Representative Paul Peregoodoff then negotiated a "contract" with the Health Labour Relations Association covering all employees at the new hospital.

When the employees discovered what had happened, they appealed to HEU — which had been trying since January to sign them into the Union — for help.

After several stormy meetings with the employees, HEU filed a charge of an unfair labour practice against the IUOE, the hospital and the HLRA.

In a lengthy award, the LRB ruled that not only was there not a contract at Centennial, there wasn't even a union unit.



Drive on for new units

The HEU is in the midst of a drive to take away private hospital certifications from the International Union of Operating Engineers, which currently is the bargaining agent for workers at a handful of those hospitals.

The drive followed the engineers' union's attempt to force employees at Delta's new Centennial Hospital into its jurisdiction (*see story above*), and is concentrated on six private hospitals where the IUOE "represents" the employees.

At at least one of those hospitals — Vancouver's Normandy Private Hospital and Lodge — a majority of employees signed membership cards in the Hospital Employees' Union and asked to have the Union named their new bargaining agent.

Despite the objections of the hospital, which offered the opinion that "the majority of our employees are completely satisfied with" the engineers' union, the provincial Labour Relations Board ordered a representation vote at Normandy in early December.

Since a clear majority of the Normandy workers had already signed cards indicating they wanted to transfer their union affiliation from the engineers' union to the HEU, it was expected the results of that vote would bring the employees into the Union.

But that outcome may have been cast into some doubt by the actions of both the hospital and the engineers' union, whose scare tactics against some workers forced the Union

to ask the LRB to ensure the employees were not harassed any longer.

That request came at an informal meeting with an officer of the Board in Vancouver in mid-November, where Union Secretary-Business Manager Jack Gerow served notice on the engineer's union that the HEU was prepared to file formal complaints against it if it continued to try to intimidate those Normandy workers it believed had signed with HEU.

Among the tactics adopted by the engineer's union was a threat — delivered in the form of a letter to individual employees — that workers would lose their jobs if they failed to support the IUOE.

"Tactics such as these are insupportable," Gerow told the Board officer.

"We are prepared to do whatever is necessary to halt their use."

Bid in for Queen's Park

HEU was battling the massive British Columbia Government Employees' Union for the right to represent the workers at New Westminster's newest health care facility, Queen's Park Hospital, in late November.

Both unions had filed applications for certification by mid-November, and both were waiting to hear how the Labour Relations Board would opt to solve the problem of dual applications.

Most likely solution: A secret ballot of employees, asking them essentially the same questions posed to Delta workers (*see story above*) — did they want a union, and, if so, which one?

Organizing at the new hospital — which employs a work force of about 250 — was a protracted, difficult struggle, as Organizers Linda Spry and Gay Burdison (*Guardian*, September-October) worked to convince key employees they would be better off in HEU.

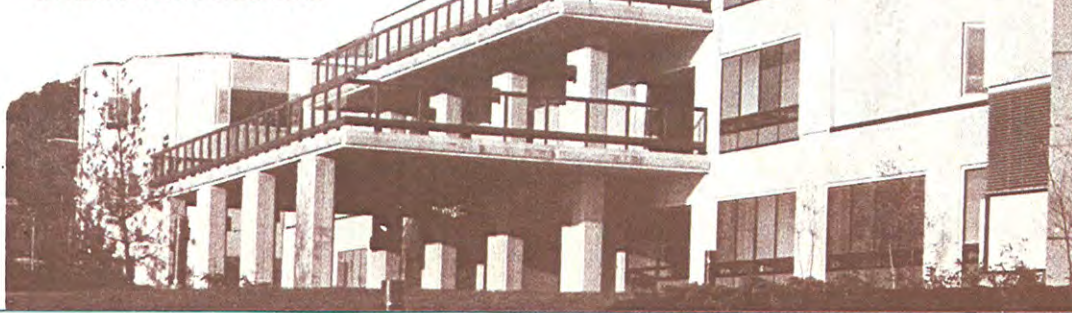
When Burdison was refused an extension of the leave of absence granted her earlier by Burnaby General Hospital to do the organizing, Spry was left to battle alone.

St Joe says no

Workers at Comox's St. Joseph's Hospital rejected a measure which would have brought them into the Hospital Employees' Union when they were polled by the Labour Relations Board in October.

The Union will try again to organize the St. Joseph's workers next year, after trying to get the true facts about HEU membership to the hospital's employees.

QUEEN'S PARK HOSPITAL



Quebec bans scabs



Just before noon last July 22, a group of about 200 strikers gathered in front of the Robin Hood Multifoods plant on Notre Dame Street in St. Henri, a Montreal suburb.

The workers had been on strike since February; using scabs and strikebreakers, Robin Hood had managed to continue operating.

On this day, the strikers scaled a fence in an attempt to reach a fire hose they intended to turn on a group of those scabs near a parking lot.

"Three guards move out . . .," *Maclean's* magazine said when reconstructing the incident. "Two on either side — in jeans and short-sleeved shirts—carry Plexiglass shields. In the middle, his belly bulging over his belt, wearing a white undershirt, Bermuda shorts and a police riot helmet, a scowling guard is carrying a .12 gauge shotgun. He fires into the air, then lowers the gun and aims . . ."

"In the flurry of gunfire, eight men fell to the ground writhing, and were taken to hospital."

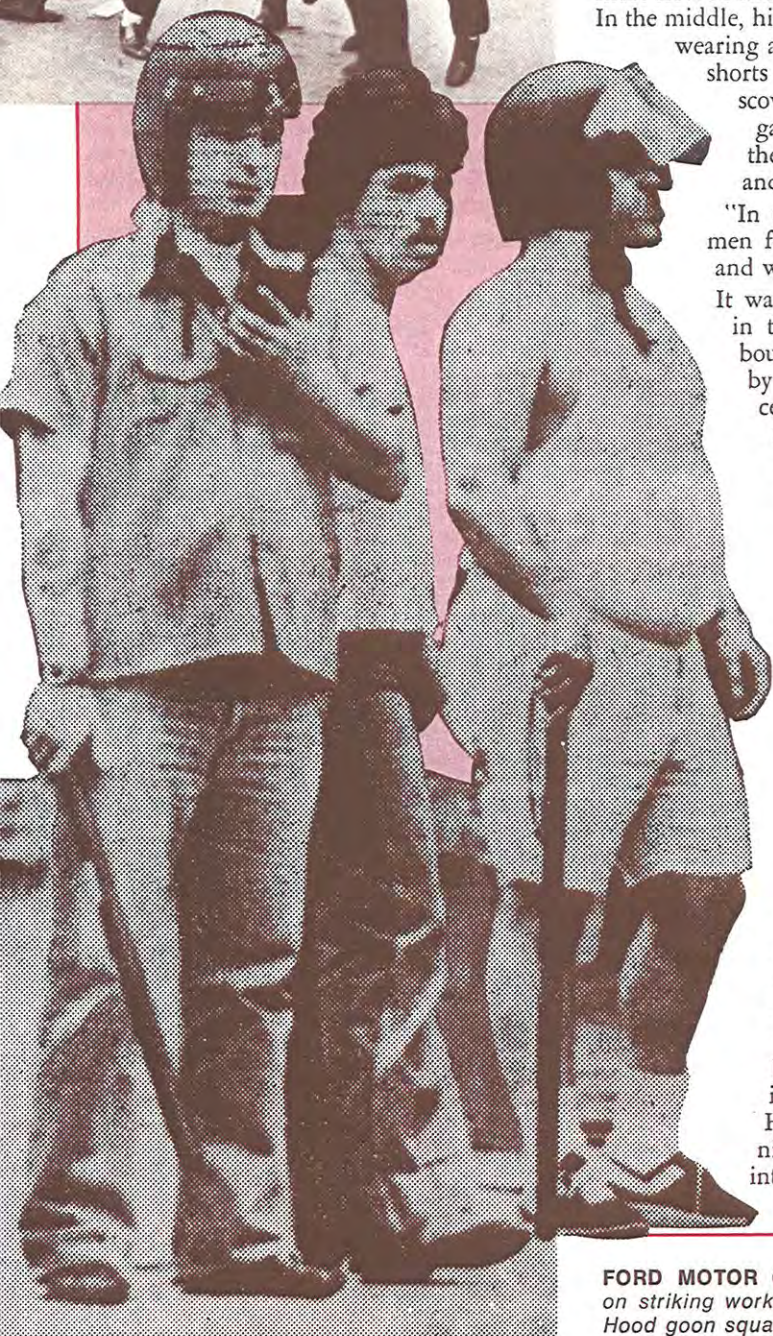
It was one of the bloodiest days in the history of Canadian labour, though attacks on strikers by company goon squads are certainly not new: In the 1930s, when trade unions were just beginning to organize on a major scale, such attacks were commonplace.

Paradoxically enough, the shots which rang across the Robin Hood yard may have made it easier for Quebec's Parti Québécois government to outlaw the use of scabs, strikebreakers and goon squads in that province.

Before the shooting incident, the PQ government had already introduced Bill 45, amendments to the province's Labour Code which make it illegal for a company to use scabs or strikebreakers to perform a striker's job.

But, while the bill had been introduced before the Robin Hood shootings, it was running — predictably enough — into very stiff opposition before the goons opened fire.

FORD MOTOR COMPANY POLICE gang up on striking worker in 1939 (TOP); The Robin Hood goon squad — corrective legislation.



The shootings — as one aide to Quebec Labour Minister Pierre-Marc Johnson told reporters — "did tend to make people more receptive to the law."

While the aide was engaging in a nice bit of understatement, things were moving in the opposite direction in British Columbia.

Emboldened by an apparent wave of anti-unionism fostered by his own government,

AWARDS

Seniority

A unanimous decision by a three-member arbitration board has strengthened the seniority language written into the HEU's master agreement with the Health Labour Relations Association.

In a decision handed down in Nanaimo in October, the board ruled the hospital in that Vancouver Island city had violated the agreement when it filled an operating room aide vacancy with a junior applicant from among the 12 people who asked for the job.

The board went on to rule the junior applicant had to be returned to her previous job and that the hospital had to re-post the vacancy, filling it in strict accordance with the provisions of the contract.

The decision rejected the hospital's argument that it had filled the position with the only applicant who had previous experience as an OR aide, though she was junior to other applicants.

AGREEMENT

After almost a year of haggling, the Health Labour Relations Association has finally agreed to pay half of the reasonable costs of having had copies of the provincial master agreement printed for distribution.

In late September, the employers' bargaining agent made an agreement which outlined a compromise hammered out by the provincial Labour Relations Board to end the stalemate which arose when HLRA refused to pay its share of the printing costs.

The Association had argued that the pocket-sized booklets containing the contract weren't really copies of the master agreement, because the master agreement included not only the contract, but the awards of several arbitrators, mediators and special officers, as well as the schedules, attachments and variations.

The HEU argued that to print a "contract" under those conditions would make the booklets at least four times as thick as they are now, and would send the cost of printing spiraling out of sight.

The compromise reached by the LRB provides that the Association will pay its half of the printing costs for the current agreement at the same time as it pays for its half of the printing costs for the new collective agreement.

British Columbia Labour Minister Allan Williams was introducing Bill 89 in the B.C. Legislature.

What Bill 45 did for Quebec workers, Bill 89 undid for their brothers and sisters on the West Coast.

Williams' amendments, among other things, changed the definition of the word "employee" in the province's Labour Code in

a manner which would seem to suggest that any worker who exercises even the slightest managerial or supervisory functions is now to be considered as management — and therefore barred from union membership.

The Bill also increased the percentage of employees a union must sign up in order to gain certification at a new unit, from a

straight "more than 50 per cent" to 55 per cent.

Still unsatisfied, Williams and Premier Bill Bennett called the legislature into emergency sitting in October, in order to introduce legislation which, in essence, brings all provincial public service workers into the "essential workers" categories the former NDP government placed hospital workers, police and firemen into several years ago.

reinforced

"... The fact that there is one employee admittedly efficient in [the] job can not be allowed to permit the employer to drop the evaluation of [other] applicants at that point and hand the job over..." the board ruled.

The award follows the logic handed down in an earlier Health Sciences Association grievance award at Royal Columbian hospital, where Dr. Noel Hall — the arbitrator — ruled the hospital had violated seniority provisions of HSA's contract.

"Rarely do you find an employee who is a perfect match for all of the qualifications of a higher-rated job," Dr. Hall said in that decision. "There is always a need to develop some... [new] skills..."



W. M. BLACK

No hike for PN/Orderlies

A three-man arbitration board has rejected the HEU's argument that Practical Nurses/Orderlies working in the Spinal Cord Injury Unit at Vancouver's Shaughnessy Hospital are entitled to higher pay rates.

The board was chaired by Donald R. Munroe; the Union's nominee — Northern Staff Representative Bernice Gehring — dissented from the majority opinion.

It was a rare loss for HEU before an arbitration board (see box story above), but it was one in which the majority of the board rejected all of the HEU's arguments.

The Union's position before the board was that the PN/Orderlies in the SCIUnit performed work so different from the tasks performed by other PN/Orderlies in the hospital that — in effect — new positions had been created in the Unit.

Because of this, HEU argued, the SCIUnit PN/Orderlies should get more money than the regular ward PN/Orderlies at Shaughnessy.

The Union sought to have the SCIUnit workers reclassified at the Orderly Specialty I rate.

The board, however, felt the work performed by the workers — while unique — was not so different as to justify the claim that new positions had been created and said it felt awarding the higher rate would create inequities within the hospital.

WHO WINS ARBITRATIONS?

(A hint: Their initials are "HEU".)

Since the Health Labour Relations Association — the employers' bargaining agent — was formed in August of 1975, the HEU has taken 29 grievances either to arbitration or to the Vancouver General Hospital special tribunal (as of the end of September, 1977; some of the awards reported here are not included in that count).

The Union has won all but five of those arbitration/special tribunal cases.

Full benefits for injured

A three-man arbitration board chaired by W. M. (Bill) Black has upheld the HEU's contention that employees on leave as a result of an injury on duty are entitled to the same benefits they would get if they were on the job.

In a two-to-one decision — the Health Labour Relations Association's Ted Jongerius dissented — the board ruled that the HLRA was remiss in arguing that an employee drawing Workers' Compensation Board benefits was in some way better off than s/he would be on the job.

HLRA argued that, because WCB benefits are non-taxable, the employee would actually be getting a higher net salary than s/he would if s/he were working and paying regular income taxes.

The board rejected that argument, appar-

ently endorsing the HEU's contention that an employee's tax status was a matter for the employee and Revenue Canada to work out.

In its four part decision, the arbitration board held that:

- Injury-On-Duty Leave applies to all hospital employees who incurred a compensable injury in 1976 and who are drawing WCB benefits in calendar 1977.
- Annual vacation and statutory holiday benefits are accumulated by employees on IOD Leave;
- Those benefits are accumulated at a rate equal to the normal rate;
- The length of IOD Leave "shall be at least as long as the period" that an employee receives WCB benefits.



Quebec bans scabs

Just before noon last July 22, a group of about 200 strikers gathered in front of the Robon Hood, St-Hilaire's plant on Notre Dame Street in St-Hilaire, a Montreal suburb. The strikers had been on strike since February, using scabs and strikebreakers. Robon Hood had managed to continue operating.

On this day, the strikers scaled a fence in an attempt to reach a fire hose they intended to turn on a group of those scabs near a parking lot.

Three guards move out. . . . "Marked's manager is responsible for the incident," says one of the strikers. "Two on either side of the scabs, wearing a white undershirt, Bermuda shorts and a police riot helmet, a scowling guard is carrying a 12 gauge shotgun. He fires into the air, then lowers the gun and aims"

In the flurry of gunfire, eight men fell to the ground writhing. It was one of the bloodiest days in the history of the province. An hour through attacks on strikers by company goon squads are certainly not new. In the 1930s, when trade unions were just beginning to organize on a major scale, such attacks were commonplace.

Paradoxically enough, the shots which rang across the Robon Hood plant were fired by a strikebreaker for Quebec's Parti Quebecois government to outlaw the use of scabs, strikebreakers and goon squads in that province. Before the shooting incident, the PQ government had already introduced Bill 45, amendments to the province's Labour Code which make it illegal for a company to hire strikebreakers to perform a strikers' job.

But, while the bill had been introduced before the Robon Hood shootings, it was running—predictably enough—into very stiff opposition before the goons opened fire.

FORD MOTOR COMPANY POLICE gang up on striking worker in 1939 (TOP). The Robon Hood goon squad — corrective legislation.

AWARDS

The shootings — as one aide to Quebec Labour Minister Pierre-Marc Johnson told reporters — "did tend to make people more receptive to the law."

While the aide was engaging in a nice bit of understatement, things were moving in the opposite direction in British Columbia. Emboldened by an apparent wave of anti-unionism fostered by his own government,

A unanimous decision by a three-member arbitration board has strengthened the seniority language written into the HEU's master agreement with the Health Labour Relations Association.

In a decision handed down in Nanaimo in October, the board ruled the hospital in that Vancouver Island city had violated the agreement. The board said it had found the hospital in violation with a junior applicant among the 12 people who asked for the job.

The board went on to rule the junior applicant had to be returned to her previous job and that the hospital had to re-post the vacancy, filling it in strict accordance with the provisions of the contract.

The decision rejected the hospital's argument that it had filled the position with the best qualified person. The board has experience as an OR aide, though he was junior to other applicants.

Seniority reinforced

British Columbia Labour Minister Allan Williams was introducing Bill 89 in the B.C. Legislature.

What Bill 49 did for Quebec workers, Bill 89 would for their brothers and sisters on the West Coast.

Williams' amendments, among other things, changed the definition of the word "employee" in the province's Labour Code in a manner which would seem to suggest that any worker who exercises even the slightest managerial or supervisory functions is now to be considered as management — and therefore barred from union membership.

The fact that there is one employee admittedly efficient in [the] job can not be allowed to permit the employer to drop the evaluation of [other] applicants at that point and hand the job over. . . . the board ruled. The award follows the logic handed down in an earlier Health Sciences Association grievance award at Royal Columbian Hospital, where Dr. Noel Williams, the union hospital, ruled the hospital had violated seniority provisions of HSA's contract.

"Rarely do you find an employee who is a perfect match for all of the qualifications of a higher-rated job," Dr. Hall said in that decision. "There is always a need to develop some . . . [new] skills"

AGREEMENT

After almost a year of haggling, the Health Labour Relations Association and the provincial master agreement printed for distribution.

In late September, the employers' bargaining agent made an agreement which outlined a compromise hammered out by the provincial Labour Relations Board to end the stalemate which arose when HIRA refused to pay its share of the printing costs. The board had argued that the pocketbook of the province was not as deep as it seemed. It was not, because the master agreement included not only the contract, but the awards of several arbitrators, mediators and special officers, as well as the schedules, attachments and variations.

The HEU argued that to print a "contract" under those conditions would make the books at least four times as thick as they are now, and would add the cost of printing spreading out of sight.

The compromise reached by the LRB provides that the Association will pay its half of the printing costs for the current agreement at the same time as it pays for its half of the printing costs for the new collective agreement.

a manner which would seem to suggest that any worker who exercises even the slightest managerial or supervisory functions is now to be considered as management — and therefore barred from union membership.

The Bill also increased the percentage of employees a union must sign up in order to gain certification at a new unit, from a straight "more than 50 percent" to 55 percent.

Still unsatisfied, Williams and Premier Bill Bennett called the legislature into emergency sitting in October, in order to introduce legislation which, in essence, brings all provincial public service workers into the essential workers' categories the former NDP government placed on teachers, police and firemen into several years ago.

WHO WINS ARBITRATIONS?

(A hint: Their initials are "HEU".)

Since the Health Labour Relations Association — the employers' bargaining agent — was formed in August of 1975, the HEU has taken 29 grievances either to arbitration or to the Vancouver General Hospital special tribunal (as of the end of September, 1977; some of the awards reported here are not included in that count).

The Union has won all but five of those arbitration/special tribunal cases.

Full benefits for injured

A three-man arbitration board chaired by W. M. (Bill) Black has upheld the HEU's contention that employees on leave as a result of an injury on duty are entitled to the same benefits they would get if they were on the job.

In its four part decision, the arbitration board held that: • Injury-On-Duty: Leave applies to all hospital employees who are injured as a result of an injury on duty and who are drawing WCB benefits in calendar 1977. • Annual vacation and statutory holiday benefits are accumulated by employees on IOD Leave. • Those benefits are accumulated at a rate equal to the normal rate; • The length of IOD Leave "shall be at least as long as the period that an employee receives WCB benefits."



W. M. BLACK

No hike for PN/Orderlies

A three-man arbitration board has rejected the HEU's argument that Practical Nurses/Orderlies working in the Spinal Cord Injury Unit at Vancouver's Shaughnessy Hospital are entitled to higher pay rates.

The board was chaired by Donald R. Murray, the Union's nominee — Northern Staff Representative Bernie Gehring — dissented from the majority opinion. It was a rare loss for HEU before an arbitration board (see box story above), but it was only the second time the board has ruled against the HEU. The Union has argued that the PN/Orderlies do more than the regular ward PN/Orderlies at Shaughnessy.

The Union sought to have the SCIU unit workers reclassified as the Oddity Specialty I rate. The board, however, felt the work performed by the workers — while unique — was not so different as to justify the claim that new positions had been created and said it felt awarding the higher rate would create inequities within the hospital.



Pickets dragged off line

More than a year ago, 140 workers at Winnipeg's Griffin Steel Works began legal strike action rather than give in to their employer's demand that they write mandatory overtime language into their collective agreement.

The workers felt this demand amounted to a demand for forced labour and voted overwhelmingly to take strike action on this issue, and this issue alone.

Five months after the strike began, the American multinational company broke off all further negotiations with the workers' union,

the Canadian Association of Industrial, Mechanical and Allied Workers (CAIMAW), and announced it was re-opening its plant by hiring strike-breakers.

The announcement was met with howls of protest from rank and file members of Manitoba's trade union movement, though the province's nominally-labour NDP government and its central labour bodies remained silent (CAIMAW is not affiliated with the Canadian Labour Congress, the Manitoba Federation of Labour or the Winnipeg Labour Council).

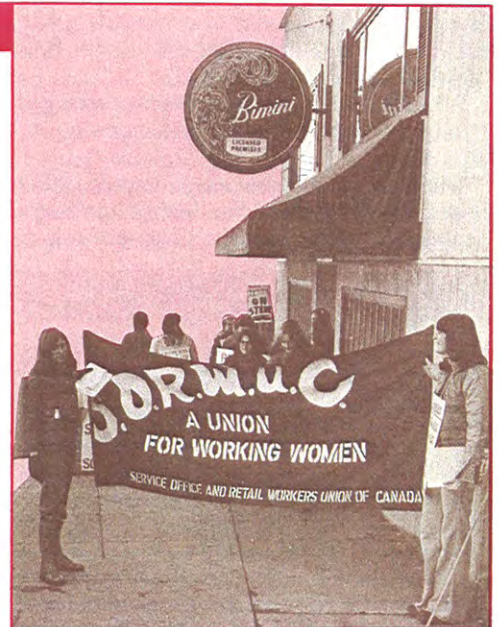
On the picket lines the next day, supporters from all over the province joined the CAIMAW strikers, only to have the province's NDP Attorney-General, Howard Pawley, call out Winnipeg Police to force a path through picketers lying in front of the steel plant's gates for the scabs and strike-breakers the company was bringing in.

The scene of police dragging legal strikers away to paddy wagons and escorting scabs across legal picket lines was repeated every day for six weeks; Ultimately, 369 picketers were arrested.

In April, after the province had filed criminal charges against 28 of the arrested picketers, the company succeeded in getting an injunction which limited the action on the picket line.

This injunction — coupled with the five-year jail terms facing those picketers charged by the NDP government — caused support for the strikers to dwindle to the point where the picket line is now manned by only three or four employees.

But, CAIMAW promised in late November, the workers at Griffin have not given up their fight.



BIMINI STRIKERS

Pub struck

A group of workers at the Bimini neighbourhood pub on West Fourth Avenue in Vancouver went on strike October 21 in an attempt to force their employer to give them a first contract.

The workers—members of the Service, Office and Retail Workers' Union of Canada (SORWUC), Local 1 — had been without contract protection since they were certified in January, 1977.

While wages were in dispute, the central focus of the negotiations was the employer's refusal to grant paid sick leave, to consider scheduling provisions, or to allow for a shared-cost medical and dental plan and other benefit and protection clauses.

AS ANGRY STRIKERS LOOK ON, Winnipeg Police form corridor for scabs entering Griffin Steel Company. Police were called in by Manitoba's former NDP government.

—Jon Thordarson/Tribune photo



LEWIS RETIRES

Many people, looking at Mabel Lewis, wouldn't think she was one of the most important members of the Hospital Employee's Union, Local 180.

Her name doesn't appear in the headlines when the HEU is negotiating a new contract, and it's doubtful she's ever spoken to the minister of health, the minister of labour, or even one of their secretaries.

Her name isn't included on the roster of past chairpersons of the Chilliwack General Unit, and she has never held an office on the HEU's provincial executive.

What makes her so special, then?

She is a member of the Union, one of the more than 21,000 people working at hospitals and health care institutions all over the province who *are* the Union, the people who make it work, the people for whom it works.

And Mabel Lewis has been a good Union member.

In the 29 years that she has worked at Chilliwack General Hospital, she has attended at all but two of her Unit's meetings: she missed one because she was sick, the other

because she was on holiday.

She joined the dietary department at Chilliwack General on July 1, 1948, and retired from that position on June 30 of this year.

During that time, she served twice as Trustee of the Unit, and as Conductor and Warden for many terms.

On June 30, she was the guest of honour at a tea hosted by the hospital's board of trustees, where she was presented with a silver tray inscribed with her dates of service and a bouquet of roses.

On September 1, she attended her last Unit meeting, when Provincial President Bill Black paid tribute to her long dedication and service as a Union member and presented her with an HEU mug from the Union. At the same meeting, she was given a cut glass bowl and her retirement pin by the Chilliwack Unit.

Mabel Lewis' name may not appear in print too often; she may not talk with ministers of state . . . but she, and thousands of people just like her, are still the most important people in HEU.

Without them, there would be no Union.



MABEL LEWIS

Sick once in 20 years

According to the records of Maple Ridge Hospital, Maggie Damer was only sick once in the almost 20 years she worked there . . . which meant she got a substantial cheque when cashing in her sick leave upon her retirement October 18.

She began work in the hospital's laundry department May 8, 1958.

Lil Christianson started her job at Cranbrook's St. Eugene Hospital almost four years before then, on July 15, 1954.

She received her licence as a practical nurse in 1966 and transferred to the new hospital two years later.

She retired June 30.



CHRISTIANSON

NEW FORM

Retiring?

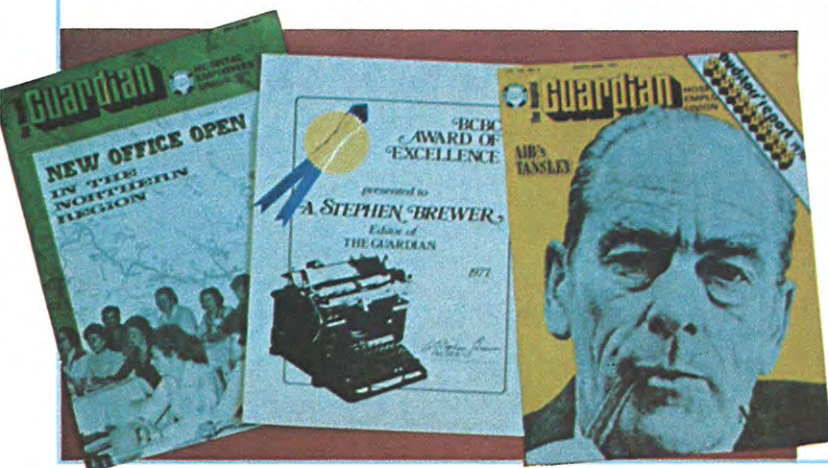
The Guardian wants to know about it.

In mid-December, forms will be available from Unit secretaries which all retiring HEU members are being asked to complete and forward to the Union's provincial offices, at 538 West Broadway, Vancouver V5Z 1E9.

Information from the form will be used to report the member's retirement.

PRESS

Guardian named best magazine



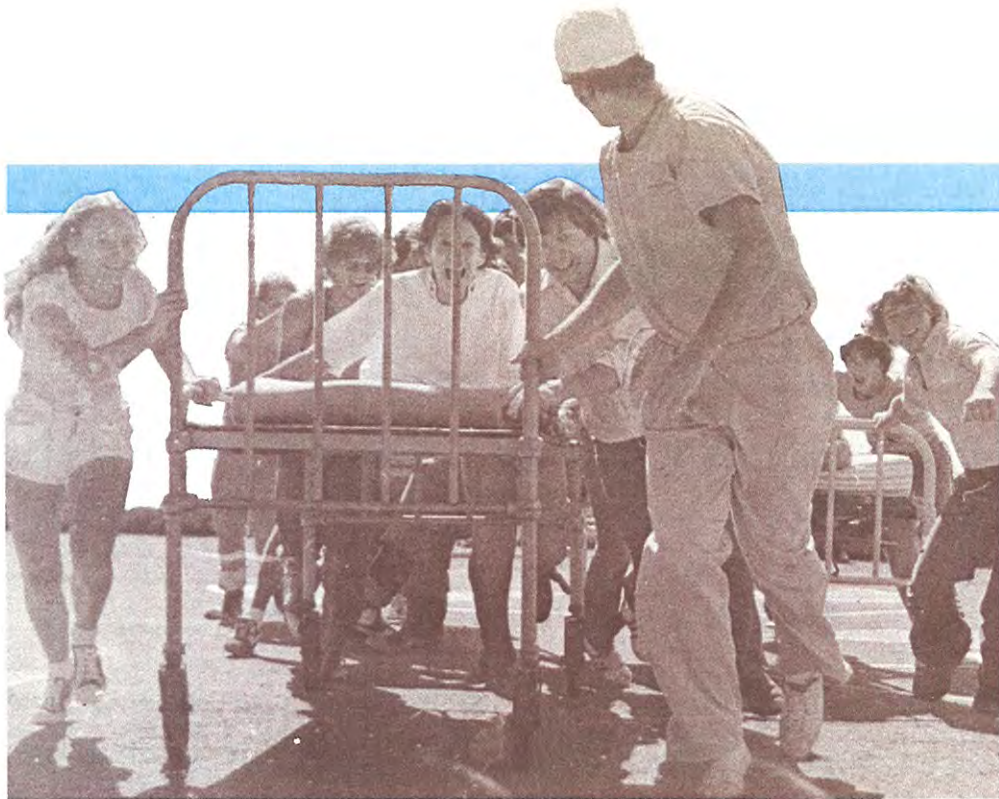
The Guardian was presented an Award of Excellence by the British Columbia Business Communicators in late September, outscoring magazines published by Finning Tractor and the Canadian Certified General Accountants' Association to capture the top honour.

The HEU magazine scored a total of 152½ points in the annual competition, only half a point more than Finning's *Tracks and Treads*, but a full 12 points more than the accountants' association's *CGA Magazine*.

BCBC, the professional editors' group which presented the award, holds the annual competition among its membership, more than 50 British Columbia editors of "trade" publications.

The magazine section of the awards program was judged by Vancouver magazine editor Malcolm Parry and by Sharon Veerman, senior publications consultant for the Council of Forest Industries.

The March-April and May-June issues were judged.



ROUNDUP

There may be some things which make duller reading than the back sides of driver's licenses, but — offhand — we can't think of any.

A faded list of restriction codes, an ink-stained section for new addresses and a finger smudge from the last policeman who stopped us to give us a stern warning about exceeding the speed limit . . . it's not the stuff of high drama or low adventure.

But all that's going to change, as of February, 1978, or thereabouts.

That's the date the province's departments of health and motor vehicles have agreed to introduce a new program which will see the backs of licences used as organ donor consent cards.

In essence, the program will allow anyone with a licence to authorize its use as the consent card, a move which will allow hospital authorities to use the driver's organs in transplant operations in the event of death.

How's it going to work?

That will be outlined in a folder the two departments will be distributing — "hopefully before Christmas" — through every health unit in the province.

AND MOVING AROUND THE FAR TURN it's the hospital staff by half a length . . . Rossland likes to think of itself as British Columbia's "Golden City", and, therefore, has called its annual community celebrations Golden City Days for as long as most folks can remember. During this year's celebration, held the second weekend of September, members of the *Mater Misericordiae Hospital* staff — including of course, the *Rossland HEU Unit* — took part in a hospital bed race: 10 laps around a local schoolyard. Perhaps because they had prior experience with the "vehicle", the hospital team won the race hands, er, feet down.

LETTERS

"Thanks for help"-Nanaimo

The Editor:

Copy of a letter received by Secretary-Business Manager J. D. Gerow:

Dear Brother Gerow:

The gang at the Nanaimo Unit wish to thank you and all your staff who helped us to resolve the seemingly limitless number of problems our members suddenly found them-



employment and wages with them, only to have their agents destroy the fruits of your toil with one stroke of their pen.

We in Nanaimo are behind you all the way.

John F. Grant
Secretary-Treasurer
Nanaimo Unit



This won't do a thing for you . . . but you'll love the side effects.

selves confronted with (*Guardian*, July-August).

The untiring way you, Bill Black, Hans Brown, Carolyn Chapman, Bill Muir, John Weisgerber and Pete Endres responded to our plea can only help to strengthen unionism in all our ranks within the hospital.

It has demonstrated to our members that when they bring their problems to their shop stewards or union committee members, the Union does not hesitate to surmount any hurdle to rectify them.

We realize that these problems were created, in the main part, by a government that shows only contempt for the people who elected them.

[We realize, too,] that you have the unenviable task of negotiating conditions of

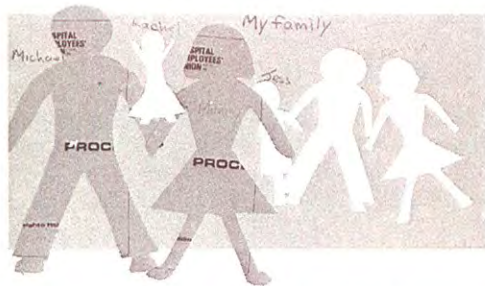


This will get you out of that bed in no time flat . . . it's a laxative.

Health department officials are already enthusiastic about the program, saying it will allow them to reach many potential donors whom they otherwise could never get to.

Additionally, they say, the new licences will make the donor card almost instantly available to the hospital, since the licence is usually one of the first pieces of identification taken from the wallet or purse of people brought to hospitals after being either killed or knocked unconscious.

★ ★ ★



Ever wonder what happens to the surplus paper around the Union's provincial and regional offices?

It gets put to a lot of different uses: scratch pads, blotters, day care supplies . . .

Day care supplies? Right.

In Vancouver, part of the extra paper ends up in the hands of pre-schoolers at a local day care centre, who use it to make things.

Like what? Like the collage above, a representation of the family of Servicing Representative Sharon Yandle, painstakingly executed by her daughter, Jessica.

★ ★ ★



Visitors to the hospital at Chetwynd can be forgiven their alarm at seeing moose and bears lurking in the trees surrounding the hospital.

The "animals" are just paintings, but are painted so realistically as to give pause to the most seasoned woodsman.

All were painted by Linda Nichols, a former practical nurse and HEU member from Chetwynd.

★ ★ ★

Winners of the Union's 1977-78 university bursary program have been announced.

Seven students received the awards, which ranged from \$250 to \$500.

Those awarded the bursaries were:

Vancouver General Bursaries, \$350 — Unnamalai R. Chettiar, a University of British Columbia student whose mother works at Shaughnessy Hospital in Vancouver; and Julie Tsui, a UBC student whose mother is a member of the Sunny Hill Unit.



—Fraser Valley Record photo

TURNING SOD TO MARK START of construction of extended care addition at Mission Memorial Hospital are RN Audrey Palaske, Jean Pisis and HEU Unit Chairperson Norma Rosentreter. The three — representing the Registered Nurses' Association of BC, the Health Sciences Association and the HEU — were invited to turn the sod "to honour the hospital employees who have assisted in the planning, and who will work in, the new facilities," Administrator Neville Cox told *The Guardian*. The extension, when complete, will have 50 beds. It will mark the first phase of a \$6 million expansion.

Royal Jubilee Bursary, \$350 — Bruce Hodgins, a Victoria student whose father is a member of the Gorge Road Unit.

Victoria General Bursary, \$350 — Kathy Shewchuk, of Victoria, whose mother works at Mt. St. Mary Hospital.

Provincial Executive Bursaries, \$500 — Stephen M. Wilson, of Richmond, a UBC student whose father is a worker at Vancouver General; and Tanya M. Stark, a Vancouver UBC student whose father is also a member of the VGH Unit.

Provincial Executive Bursary, \$250 — Vancouverite Ralph Wells, a B.C. Institute of Technology student whose mother is a member of the Nakusp Unit.

★ ★ ★

Setting up stalls at community flea markets or at sale days is fast becoming a favoured method of raising funds for local Unit bursary funds.

The Summerland Unit reported a net profit of \$266.84 from their stall at that community's flea market, money needed to boost their scholarship coffers.

"This was our first attempt," Unit member Enid Touzeau told *The Guardian*, "but it was so successful we plan to do it again."

★ ★ ★

The province's Telecommunications Workers have asked British Columbia unionists to refuse to pay their B.C. Telephone bills until the company settles the strike/lockout it provoked in late November.

The bills will, ultimately, have to be paid . . . but probably not until after Christmas.



I limit myself to three cigarettes a day . . . right now, I'm seven weeks ahead of myself.

PARTING SHOT



JOB EVALUATION IS STACKING UP TO BE a new learning experience for the job analysts hired by the Union and the Health Labour Relations Association, as HEU Analyst Sharron Levine discovered at Victoria General Hospital, where Stores Worker Bert Wehr shows her how his job is done.

The JEP team completed its initial task at the Vancouver Island hospital in October, before moving on to Shaughnessy Hospital in Vancouver — the second of the province's health care facilities to undergo evaluation.

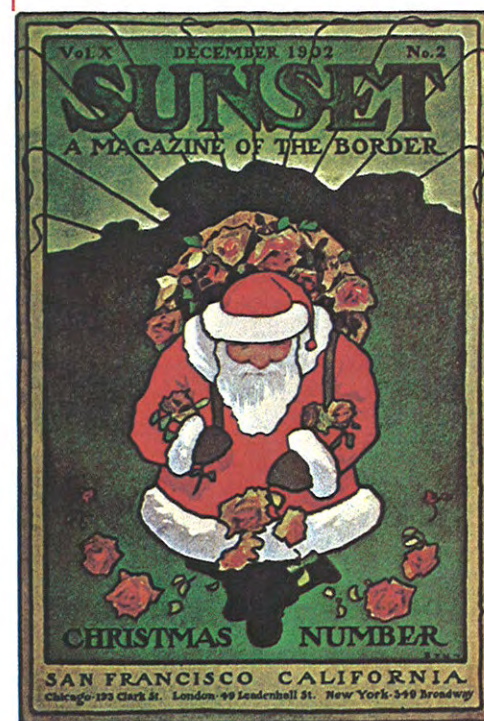
Two new analysts were to be hired by the JEP team in November, to help speed the process of evaluating jobs at British Columbia hospitals in an attempt to end discriminatory job titles and descriptions, as well as ensuring that the concept of equal pay for equal work is being observed.

The team still hopes to complete a general wage curve for the industry by year's end, using data compiled from Victoria General and Shaughnessy for that purpose.

COVER

The cover for this edition of *The Guardian* is based on the December, 1902, cover of *Sunset* magazine, the American publication which still offers its readers a glimpse of the Good Life on the West Coast of the United States. (That cover is reproduced below.)

Inside, this issue of HEU's official magazine features a "new" old-fashioned look for Christmas, a look created through use of ink colours, line reproduction of photographs and a different type style. A slightly modified version of the magazine's more familiar format will return—as will its usual logo — in the next edition.



NEW FACES



LORNA FRYER

Lorna Fryer has been brought onto the Union's clerical staff at HEU's newest regional office in Prince George.

A former speedwriting instructor, Lorna has been awarded certificates of proficiency for both that skill and for typing.

The wife of a Prince George Regional Hospital HEU member, she has worked at jobs ranging from taxi driver to stenographer for the department of labour.

A Northern British Columbian for the last 22 years, she moved to Prince George from Terrace about two years ago.

Brought on the staff as a regular part-time employee, she keeps the Northern Regional Office operating five afternoons a week.

She met many of the North's shop stewards and Unit officers at a wine and cheese party held at the regional office in October.