

## Under interim award

# HEU Members Receive 8 Per Cent Increase



Approximately 250 health care workers took part in a demonstration July 22 in Victoria to protest government underfunding of hospitals and health care facilities throughout the province. The demonstration was organized by the six unions (including HEU) that make up Alliance To Save Health Care.

HEU members covered by the Master Agreement arbitration will receive an 8 per cent wage increase effective August 1 under the terms of an interim arbitration award handed down July 12.

HEU's Bargaining Committee had sought an interim raise retroactive to January 1 when the last agreement expired but arbitration board chairman Donald Munroe decided against retroactivity at this time.

"We feel HEU members have gone long enough without a general wage increase and a retroactive wage increase would have relieved that hardship," said Union Secretary-Business Manager Jack Gerow.

"The 8 per cent interim increase therefore doesn't go as far as we wanted because there is no retroactivity at this time but we are somewhat satisfied that the chairman agreed with HEU's request at the beginning of the arbitration proceedings that an interim award was justified," said Gerow.

The arbitration board's final award for 1982, including decisions on wages, is expected in the fall.

"We will continue to argue for a 20 per cent wage increase retroactive to January 1," added Gerow.

Munroe also called for a 27-month agreement expiring March 31, 1984, with a reduction from the current 37½ hour work week to a 35 hour week commencing January 1, 1984.

Munroe stressed that the 8 per cent wage hike was only an interim raise and will not affect the final award made by the board.

In the interim award Munroe stated: "I wish it clearly understood that this is an interim measure in the purest sense... The deliberations surrounding the final award on the 1982 issues will be undertaken as though this interim wage award has not been made."

The arbitration board worked out the procedures to be utilized for the adjudication of outstanding issues and this included a schedule for issues to be arbitrated for 1982. These issues are:

- percentage increases in wages for 1982;
- red circling;
- recovery of overpayments.

Munroe said all the evidence and arguments from HEU and HLRA on those issues will be concluded by "late August or early September." He said that the board will deliberate and publish a final award on those issues "thereafter."

## Nielsen's Resignation Called For

The Hospital Employees' Union has called for the resignation of Health Minister Jim Nielsen for his negligence, in the wake of hospital lay-offs and bed closures at B.C. hospitals and health care facilities throughout the province.

Union Secretary-Business Manager Jack Gerow said Nielsen's refusal to address a demonstration July 22 of 250

health care workers on the steps of the legislature in Victoria, further reveals his neglect in dealing with the problems he and his government have created in health care.

The health care workers, members of the unions involved in the Alliance to Save Health Care, demonstrated on the steps of the legislature Thursday protesting the government's, and Nielsen's, callous

disregard for the effect underfunding of hospitals is having on B.C. citizens.

"We are asking that Nielsen resign for the good of all British Columbians interested in proper health care. He has shown himself to be negligent by taking beds out of service and HEU members out of jobs. In the public interest HEU submits that he resign here and now," said Gerow.

## Executive Suspend Campaign

The Provincial Executive, at a meeting July 12, decided to suspend HEU's "Don't Get Sick in B.C." campaign.

The executive made its decision after discussing legal alternatives to maintain health care jobs and hospital beds.

At this time, HEU is pursuing such legal action not only through grievance arbitration but also through court action.

The purpose of the "Don't Get Sick in B.C." campaign was to:

- force the Provincial Government to provide more long-term care and acute care beds;
- protect as many HEU members as possible from reduced hours of work and lay-off;
- relieve pressure on overloaded hospital elective surgery waiting lists;
- increase pressure on Provincial Government to provide adequate funds to underfunded hospitals.

In effect, the campaign was HEU's "strike" to win back the jobs of our members and the hospital beds for our fellow British Columbians.

## Issues To Be Arbitrated For '83, '84

The following issues are to be arbitrated for 1983 and January-March 1984 portion of the collective agreement as outlined in the interim award released July 12:

- wages, including "equal pay for work of equal value" and COLA;
- hours of work, including overtime;
- reduction in the work force;
- contracting out;
- compassionate leave;
- scheduling;
- maternity leave;
- dental plan;
- extended health;
- severance allowance;
- patient security;
- long term disability;
- an addendum which deals with Kaslo isolation, meal allowance for Red Cross and parking.

A number of issues flowing from various addenda to

the 1978-81 Master Agreement remain in dispute. According to the interim award HEU and HLRA "are to establish a joint committee to study such issues, to attempt to reach agreement thereon."

## Matters Referred to Larson

The interim award also stated that the issues of employee status, temporary promotion or transfer and job postings and applications would be referred to arbitrator Dalton Larson for binding resolution.

If it becomes necessary to move from mediation into arbitration, it will be a three-member board with Larson as Chairman.

Talks with Larson are to be commenced "as soon as practicable," stated the award.

## The Items Below Have Been Agreed To

[Editor's Note: The following are among the items that have been agreed to by the parties and were included in the interim award.]

Article VIII, Section 3 (f) — New: "If the Employer changes a shift schedule without giving a minimum of fourteen (14) calendar days' advance notice and such change requires an employee to work on a scheduled day off, then such hours worked shall be paid at overtime rates pursuant to Article VIII, Section 7.

Article VIII, Section 7 (k) — New: "An employee required to work overtime adjoining his/her regularly scheduled shift shall be entitled to eight (8) clear hours between the end of the overtime work and the start of his/her next regular shift. If eight (8) clear hours of time off are not provided, overtime rates shall apply to all hours worked on the next regular shift."

Article VIII, Section 8 — Change second paragraph to: "These employees shall receive a transportation allowance based on the cost of taking a taxi from their home to the Employer's place of business and return or, if the employee normally drives his/her automobile to work an allowance of

Thirty-Five Cents (35¢) per mile from the employee's home to the Employer's place of business and return. Minimum allowance shall be \$2.00."

Article IX, Section 4 — Change to: "Annual vacations for employees with ten (10) work days' vacation or more shall be granted in one continuous period but may, upon request from the employee, be divided into not more than four (4) periods subject to the approval of the Employer.

"Employees wishing to split their vacations shall exercise seniority rights in the choice of the first vacation period. Seniority shall prevail in the choice of the second vacation period, but only after all other "first" vacation periods have been posted. Seniority shall also prevail in the choice of the third vacation period, but only after all other "first" and "second" vacation periods have been posted. Seniority shall also prevail in the choice of the fourth vacation period, but only after all other "first," "second," and "third" vacation periods have been posted.

"Annual vacations for employees with less than ten (10) work days' vacation shall be granted in one (1) continuous period.



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

## The Hospital Guardian

Official Magazine of the



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EMPLOYEES'  
UNION LOCAL  
180

Editor: Nuccio Spitale

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# Editorial Page



The Alliance To Save Health Care made sure Premier Bill Bennett and Health Minister Jim Nielsen got the message at a demonstration on the steps of the legislature July 22. The message may have reached the premier as Bennett promised in July that "news about health care funding" would be forthcoming in August:

## Getting The Message

It took nearly six months of public campaigning, the formation of a health care workers' alliance, and the outcry of many B.C. citizens but now it appears as though the health care message is finally getting through to Premier Bill Bennett and Health Minister Jim Nielsen.

At Guardian press time in early August, Premier Bennett had promised that a major announcement on provincial government health care spending was forthcoming.

Bennett revealed at a press conference in late July that health care was **NOT** an area that was going to be affected by government "restraint."

Of course, HEU is not jumping to conclusions on the basis of Bennett's July promise of health care expenditure increases.

We'll wait until the 'promise' is written in black and white before getting up any hopes that a return to B.C.'s previous high standard of health care (before the government cutbacks) is imminent.

What HEU finds hard to believe is that it took so long for the government to understand and realize that a high standard of health care is perhaps the vital concern of British Columbians.

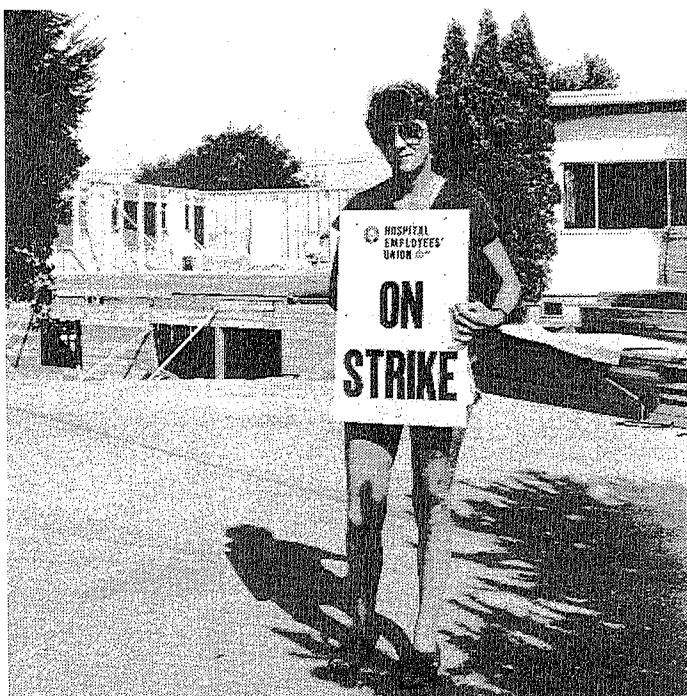
Withholding money from hospitals and health care facilities places unnecessary risks on hospital patients, long term care residents and citizens waiting for hospital beds.

The people of this province, including over 40,000 health care workers, have put the message to Bennett and Nielsen over and over again for months — "Stop Eroding Health Care".

We hope it didn't take an airplane flying a sign over the Parliament Buildings (see photograph above) to ensure that the message was finally received.

Now that the point has been driven home, we hope it is not easily forgotten by Mr. Bennett and Nielsen.





Florence Nightingale Unit member Trudy Kapeluck stands on the picket line at the Florence Nightingale Private Hospital in Surrey. The Labour Relations Board declared in July that the new owner of the facility is bound to negotiate a collective agreement with HEU.

## Path To Negotiation Cleared by LRB

The man who this year purchased Florence Nightingale Private Hospital in Surrey has been determined to be the successor employer as a result of a Labour Relations Board declaration made July 27.

HEU had sought the LRB declaration (pursuant to Section 53 of the Labour Code) to determine that Jerry Neufeld was bound to negotiate a collective agreement with HEU.

The LRB declaration urged that the parties now "meet to discuss the effect of this decision on the Neufeld operation."

Unit Chairperson Maureen McKee said she and the Unit members were "delighted" by the LRB declaration.

"We just hope Mr. Neufeld will now sit down with HEU as quickly as possible to start negotiating the contract," McKee told The Guardian.

The facility has been closed since July by which time all the residents had been transferred to other facilities. In the meantime, renovations to the building and grounds of Florence Nightingale have been commenced by Neufeld, who plans to operate the facility similar to two rest homes he already owns that house primarily personal care residents.

The LRB declared that

though the "patient mix" will be different from before, because the service will be provided by the same type of employee and the jobs performed in much the same manner, "therefore, there is discernible continuity in the type of business operation as well as continuity in the nature of the work performed."

"The fact that there will be a six to nine month hiatus between the cessation of business operations at Florence Nightingale and the commencement of the Neufeld operation is not sufficient to negate the provisions of Section 53 (of the Labour Code)," concluded the declaration.

Staff at the Surrey health care facility were given their termination notices in February when a change in ownership was made. The elderly residents at the facility were subsequently shifted to other facilities, which forced those persons currently on the long term care waiting list an even longer wait for beds.

HEU was publicly critical of the wholesale transportation of the residents because of the risk the moving had on their lives.

The Union has on many occasions gone on record opposing the profit motive in health care.

## More Agreed-To Items From Interim Award

[Editor's Note: The following is excerpted from the interim award]

"I [Donald Munroe] have already stated that a number of matters have been agreed upon between the parties. As a part of the interim award, it is directed that such areas of agreement be implemented effective August 1, 1982."

1. Uniforms — Article XI, Section 1 (a): Increase to \$8.00.
2. Adoption Leave — Article XI, Section 4 (b): Amended to read: "Upon request, and having completed his/her initial probationary period, an employee shall be granted leave of absence without pay for up to six (6) months following the adoption of a child. The employee shall furnish proof of adoption. Where both parents are employees of the Employer, the

employees will decide which of them will apply for leave."

3. Group Life Insurance — Article XI, Section 14: to \$40,000 August 1, 1982; to \$50,000 June 1, 1983.
4. Morgue — \$15.00 per cadaver.
5. Transportation Allowance: 35¢ per mile; minimum \$2.00.
6. Occupational Health & Safety — New article to read: "The parties agree that a Joint Occupational Health & Safety Committee will be established. The Committee shall govern itself in accordance with the provisions of the Industrial Health and Safety Regulations made pursuant to the Workers' Compensation Act. The Committee shall be as between the Employer and the Union, with equal representation, and with each party appointing its own representatives."

## At Richmond General

# Court Injunction Prevents Layoffs

On June 16th of this year, HEU registered a Writ of Summons in B.C. Supreme Court against the Richmond Hospital Society.

The purpose of the writ was to enable the Union to seek an injunction preventing the withdrawal of beds from service at the Richmond General Hospital.

HEU won an injunction at a subsequent court hearing on June 30th to prevent the closure of beds and the lay off of many HEU members at the Richmond hospital.

Health Minister Jim Nielsen then wrote the hospital management giving them his permission to proceed with the bed closures.

The Union's actions were merely the first step in defence of the patients, HEU members and health care standards.

The purpose of the injunction was to require the hospital and the government to obey the laws passed by the government and at the same time while HEU members' continued employment was being protected, to provide the Union with time to bring other remedies into focus.

The injunction also had the effect of identifying just who is responsible for the withdrawal of beds and services — Health Minister Nielsen.

"It's not good enough to hide behind the hospital board. Hospital boards are being put in Catch 22 position by Nielsen. The blame for the cuts should be pointed directly at him," said HEU Secretary Business-Manager Jack Gerow.

"He should admit his government's priorities are wrong and admit he is not a qualified administrator. And then he should resign."

Richmond General Hospital was an appropriate selection to test the legality of bed withdrawals for three basic reasons: — the hospital is located in the Health Minister's constituency; — the hospital is just completing a major expansion and will be unable to open the majority of beds; — Richmond General Hospital is grossly underbedded for a

## Unused Beds At Children's Hospital

Only 180 of the 250 beds constructed at Children's Hospital in Vancouver are being used because of government cutbacks.

HEU recently heard of an incident where a young epileptic girl from Kimberley was turned away at Children's and sent back home because of the lack of beds.

"It's just another example of the contempt displayed by Health Minister Jim Nielsen and Premier Bill Bennett for the health care standards British Columbians want," said Union President Gordon MacPherson.

"Can you imagine turning away a young girl like that? How can they live with themselves when they are responsible for such incidents?" he said.

The new Children's Hospital, which was just completed earlier this year, is only giving emergency and acute type care and is not accepting any referrals unless they are emergencies.

community its size and because of its relationship to Vancouver's international airport.

"Nielsen is obviously determined to continue wrecking the health care delivery system, even if he has to take the personal responsibility for it," said Gerow.

HEU reiterated its call for

Nielsen's resignation July 22 when he refused to address about 250 health care workers who had gathered on the steps of the legislature in Victoria. The health care workers had asked for Nielsen to come out of the Parliament Buildings July 22 and address the issue of declining health care but he declined to come out.

## Microchip Technology "Frankenstein's Monster"

Microchip technology is rapidly becoming "Frankenstein's Monster" because of the health risks and social side effects that are associated with it, according to HEU.

In a recent Union brief delivered in July at a hearing held in Vancouver by the federal Task Force on Microelectronics and Employment, HEU stated that the introduction of microelectronic machinery into B.C.'s hospitals is adversely affecting the working conditions of its members.

"Automation of hospitals is causing pain to our members, both in the way of lost jobs and in the form of exposure to hazardous x-ray and microwave radiation," stated the HEU brief.

"Those workers who still have jobs may expose themselves to hazardous radiation from video display terminals (VDT's), which growing evidence leads us to conclude causes eye problems and birth defects".

The HEU presentation outlined reports of injuries and illnesses to HEU members who have been exposed to data and word processors which have video displays. One HEU member at the UBC Health Sciences Centre Hospital lost 80 per cent of hearing in one ear; two stenosis at Shaughnessy Hospital developed migraine headaches, and three stenosis there now suffer from increased sensitivity to light; two stenosis at Surrey Memorial have suffered ruptured blood vessels in their eyes and out of six pregnancies among VDT operators at Surrey Memorial Hospital, there was only one healthy full term baby.

HEU recommended to the Task Force that legislation be passed requiring that unions, or employees themselves where there is no union, give their consent before new technology of this type can be introduced in the workplace.

"Employees should be able to ensure the creation of on-the job retraining programmes so that those whose jobs are affected would not be thrown out of work", stated the brief.

Other recommendations made by HEU to the federal Task Force were:

- an expansion and updating of the Canada Manpower Retraining Programs, that would better cope with retraining workers who find their skills are no longer marketable, to be funded by a special tax levied on the sale of all high technology goods;
- the development of a federal government strategy to ensure full employment for all sectors of society, including women and minority groups;
- a re-examination of the federal government's subsidies to high technology manufacturers; HEU recommends that the subsidies be tied to technical training programmes offered and jobs created by the company;
- the revision of the Canada Labour Code to provide protection for workers against health hazards caused by VDT's;
- the removal of obstacles to unionization through the alteration of federal and provincial legislation;
- and finally, making sure that part-time workers (regardless of hours worked) are fully eligible for all government plans, such as Unemployment Insurance and Canada Pension.

## 1982 Wage Settlements

The following information is derived from the wage settlement program conducted by the Program Services Branch of the Ministry of Labour.

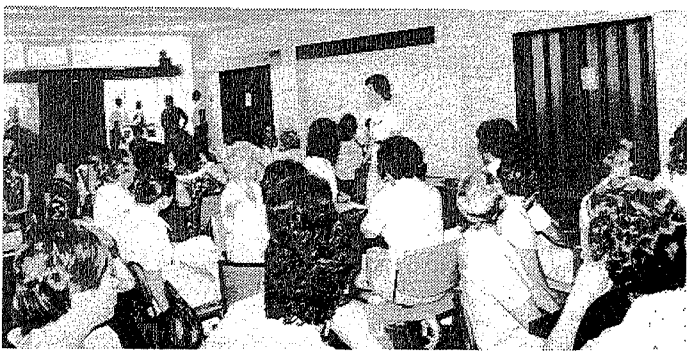
In the second quarter of 1982 there were 56 reported collective bargaining settlements covering 14,580 employees in the province. The average annual increase negotiated in

these settlements was 11.9% (\$1.39/hr).

The second quarter 1982 average annual increase represents a 1.2 percentage point decline from the first quarter of 1982 and a 2.4 percentage point decline from second quarter 1981 when settlements were averaging 14.3% wage increases.



These HEU members gathered beside a sign that summarized their point of view as to who is the villain behind the declining delivery of health care in B.C.



Surrey Unit Chairperson Mary Gobillot (centre, standing) addresses the 150 HEU members who staged a sit-in June 23 at Surrey Memorial Hospital. Unit executive members received suspensions as a result of the sit-in. The Union is taking the suspensions to arbitration.

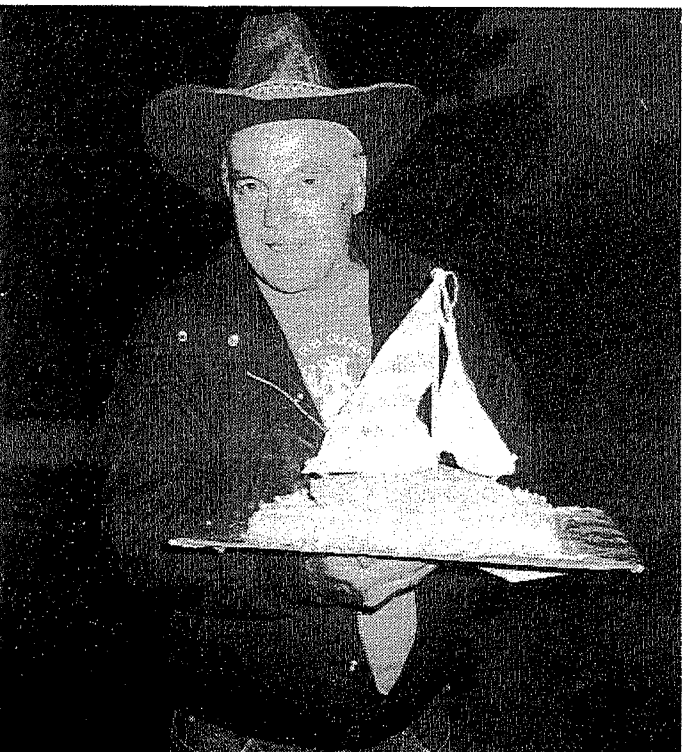


These Como Lake Unit members gathered around Mrs. Blanche Crouch on the occasion of her 100th birthday June 29. The celebration of Mrs. Crouch's 100th birthday took place at the Como Lake Private Hospital in Coquitlam, where she is a resident.



Over 80 supporters of the Alliance to Save Health Care in B.C., including many Dawson Creek Unit members, voiced their displeasure with provincial government hospital underfunding during a demonstration at the famous "Mile 0" post in Dawson Creek June 19. The demonstrators turned out to protest the closure of the third floor at the Dawson Creek and District Hospital.

Unit photo



Long-time Chilliwack Unit member Dave Ross was treated to a retirement dinner in June by fellow Unit members. Brother Ross worked at Chilliwack General Hospital for 17 years in the maintenance department.

Unit photo

## HEU Sit-In At Surrey Over Tests

HEU has referred to arbitration suspensions given to Surrey executive Unit members for their part in a sit-in at Surrey Memorial Hospital June 23.

About 150 Surrey Unit members walked off the job to protest the hospital management's typing policy that is imposed on clerks applying for clerical positions.

The sit-in was sparked when four clerks were forced to take typing tests to requalify for their own jobs.

"The thing that upsets us is having to be tested for jobs we have already shown we are capable of doing," Unit Chairperson Mary Gobillot told The Guardian.

The Unit executive members received suspensions ranging from one to three days and HEU rank-and-file members at the hospital who took part in the 18-hour sit-in were given disciplinary letters by management.

## Como Lake Birthday Party

Como Lake Unit members were proud to take part in the festivities that surrounded Mrs. Blanche Crouche on her 100th birthday celebration June 29 at Como Lake Private Hospital.

"We're all very fond of Mrs. Crouche here at the hospital. She is a model resident," Unit Secretary-Treasurer Shirley Bentley told The Guardian.

The birthday celebration included a wine and cheese party that was attended by a number of Mrs. Crouche's relatives as well as residents and staff at the Coquitlam health care facility.

## Dave Ross Retirement Party

The Chilliwack Unit gave Unit member Dave Ross, a warm send-off in June when it threw a retirement party for him.

Brother Ross was presented with a \$25 cheque, an HEU retirement pin and a unique cake in the shape of a sailboat (constructed by Unit member Darlene Sutherland).

"Dave served the Unit well from 1970 to 1978 in the position of Unit Chairperson and in other capacities until January of this year," Unit Secretary-Treasurer Carole Schulties told The Guardian.

Brother Ross, who worked 17 years at Chilliwack General Hospital as a carpenter, plans to do a lot of sailing on Cultus Lake during his retirement.

## Langley Member Misquoted

In the June Guardian, Langley Unit member Kathleen van der Groef was misquoted on page 5 of The Guardian.

Prior to a hearing held by the Public Commission on Social and Community Service Cutbacks in Abbotsford May 19th, she told The Guardian: "These cutbacks are causing untold grief to people. I personally know of one instance where a bed closure eventually led to the separation of a married couple who were in the Long Term Care program. Now who would want to be responsible for that?"

## Non-Clerical Classified Wage Rates

Aug. 1, 1982 Monthly Wage Rates (including 8% interim increase).\*

DIETARY (all flat rates)

COOKS

Cook 1

DIETARY AIDES

FSW 1

FSW 2

FSW 3

FOOD SERVICE SUPERVISORS

FSS 1

FSS 2

FSS 3

FSS 4

Cook 2

Cook 3

Cook 4

Cook 5

Cook 6

\$1511

1561

1620

\$1799

1880

2003

2162

\$1637

1706

1799

1880

2003

2162

Start 12M 24M 36M 48M

NURSING

NSA

Practical, Orderly

HOUSEKEEPING

Housekeeping Aide

Cleaner

LAUNDRY

Laundry Worker I

TRADES (all flat rates)

Painter

Laundry Mechanic

Furniture Finisher

Carpenter

Plasterer

Machinist, Plumber

Fitter, Welder

Refrigeration Mechanic

Electrician

Air Condition Mechanic

\$1429

1589

1511

1620

1526

flat

flat

flat

\$2267

2314

2318

2405

2414

2505

2505

2505

2585

2590

\*Calculated to the nearest dollar.

## Job Descriptions

HEU has recently received long-awaited job descriptions from HLRA in non-clerical categories, however, because of HLRA staff limitations, negotiations are not expected to resume in non-clerical classification until after clerical classification is completed.

HEU had been waiting since

April for the job descriptions in order to respond to the proposed job matches and wage rates contained in HLRA's "final" offer of March 12, 1982.

An exchange of job descriptions is an essential preliminary stage in the classification comparability process.

## Fire Safety Posters Part of HEU Campaign

HEU, for some time, has been raising the issue of fire safety through:

- Union meetings
- HEU's last Biennial Convention
- HEU's Long-Term Care Study
- HEU's Occupational Health and Safety Study

As a result, HEU has written letters to government officials, stressed the need for fire drills and emergency training in our Long-Term Care Report and contacted local fire officials. But, frequently, when HEU takes the pressure off, employer concern for fire safety tends to drop.

As a result, HEU members, at the last Wage Policy Conference, adopted a Provincial Executive Patient Security contract demand which includes a requirement for monthly fire

drills and good fire safety training for all employees.

This is the contract demand which the employer calls "radical", (even though at least part of it is required by law!).

Fire safety posters, which have been sent to HEU units, are designed to help HEU members monitor compliance with fire safety laws in each facility.

Here is how the HEU Fire Safety campaign should work:

1. Your Unit should select a Unit Officer or Shop Steward to be named as your HEU Representative on the poster.
2. The posters should be posted on Union noticeboards.
3. The continual presence of the posters should remind employers to comply with fire safety laws and, at the same time, remind HEU members of their fire safety rights.
4. If an employer fails to comply with the fire safety laws, the Unit should file a grievance.





# HEU/HLRA Clerical Pay Rate Schedule

(Editor's Note: Printed below is the HEU/HLRA Clerical Pay Rate Schedule (revised August 1, 1982). By looking at the schedule, classified HEU clerical members can not only determine their current rate of pay but can also calculate their retroactivity arising under the E. R. Peck consent award.)

			Start	12 mo.	24 mo.	36 mo.	48 mo.
Clerk 1,	R1	Jan. 1/80	943	991	1026	1065	1102
		Aug. 1/80	1018	1070	1108	1150	1190
		Aug. 1/81	1099	1156	1197	1242	1285
		Aug. 1/82	1187	1248	1293	1341	1388
	R2		1026	1043	1065	1086	1111
			1108	1126	1150	1173	1200
			1197	1216	1242	1267	1296
			1293	1313	1341	1368	1400
	R3		1065	1086	1111	1139	1163
			1150	1173	1200	1230	1256
			1242	1267	1296	1328	1356
			1341	1368	1400	1434	1464
Clerk 2,	R4		1026	1065	1102	1145	1188
			1108	1150	1190	1237	1283
			1197	1242	1285	1336	1386
			1293	1341	1388	1443	1497
Clerk 3,	R5		1139	1163	1188	1217	1247
			1230	1256	1283	1314	1347
			1328	1356	1386	1419	1455
			1434	1464	1497	1533	1571
Med. Steno,	R6		1163	1188	1217	1247	1277
			1256	1283	1314	1347	1379
			1356	1386	1419	1455	1489
			1464	1497	1533	1571	1608
	R6A		1148	1197	1250	1308	
			1240	1293	1350	1413	
			1339	1396	1458	1526	
			1446	1508	1575	1648	
CS4,	R7		1188	1217	1247	1277	1311
			1283	1314	1347	1379	1416
			1386	1419	1455	1489	1529
			1497	1533	1571	1608	1651
	R8	Jan. 1/80	1217	1247	1277	1311	1346
		Aug. 1/80	1314	1347	1379	1416	1454
		Aug. 1/81	1419	1455	1489	1529	1570
		Aug. 1/82	1533	1571	1608	1651	1696
Clerk 4,	R9		1247	1277	1311	1346	1375
			1347	1379	1416	1454	1485
			1455	1489	1529	1570	1604
			1571	1608	1651	1696	1732
Printer I,	R10		1442				
			1557				
			1682				
			1817				
	R11		1311	1346	1375	1413	1454
			1416	1454	1485	1526	1570
			1529	1570	1604	1648	1696
			1651	1696	1732	1780	1832
	R11A		1286	1350	1421	1459	
			1389	1458	1535	1576	
			1500	1575	1658	1702	
			1620	1701	1791	1838	
	R12		1298	1339	1380	1421	1462
			1402	1446	1490	1535	1579
			1514	1562	1609	1658	1705
			1635	1687	1738	1791	1841
	R13		1346	1375	1413	1454	1491
			1454	1485	1526	1570	1610
			1570	1604	1648	1696	1739
			1696	1732	1780	1832	1878
Clerk 5,	R14		1375	1413	1454	1491	1534
			1485	1526	1570	1610	1657
			1604	1648	1696	1739	1790
			1732	1780	1832	1878	1933
	R15		1577				
			1703				
			1839				
			1986				

			Start	12 mo.	24 mo.	36 mo.	48 mo.
R16		Jan. 1/80	1388	1459	1542	1588	
		Aug. 1/80	1499	1576	1665	1715	
		Aug. 1/81	1619	1702	1798	1852	
		Aug. 1/82	1749	1838	1942	2000	
R17			1454	1491	1534	1576	1621
			1570	1610	1657	1702	1751
			1696	1739	1790	1838	1891
			1832	1878	1933	1985	2042
R18			1630				
			1760				
			1901				
			2053				
Clerk 6,	R19		1491	1534	1576	1621	1664
			1610	1657	1702	1751	1797
			1739	1790	1838	1891	1941
			1878	1933	1985	2042	2096
R19A			1495	1577	1673	1723	
			1615	1703	1807	1861	
			1744	1839	1952	2010	
			1884	1986	2108	2171	
R20			1534	1576	1621	1664	1728
			1657	1702	1751	1797	1866
			1790	1838	1891	1941	2015
			1933	1985	2042	2096	2176
R20A			1513	1596	1689	1795	
			1634	1724	1824	1939	
			1765	1862	1970	2094	
			1906	2011	2128	2262	
AO1, Buyer,	R21		1622	1723	1825	1882	
			1752	1861	1971	2033	
			1892	2010	2129	2196	
			2043	2171	2299	2372	
R22			1664	1728	1795	1858	1923
			1797	1866	1939	2007	2077
			1941	2015	2094	2168	2243
			2096	2176	2262	2341	2422
R23		Jan. 1/80	1728	1795	1858	1923	1994
		Aug. 1/80	1866	1939	2007	2077	2154
		Aug. 1/81	2015	2094	2168	2243	2326
		Aug. 1/82	2176	2262	2341	2422	2513
R24			1723	1825	1941	2019	
			1861	1971	2096	2181	
			2010	2129	2264	2355	
			2171	2299	2445	2543	
R25			1773	1882	2019	2098	
			1915	2033	2181	2266	
			2068	2196	2355	2447	
			2233	2372	2543	2643	
R26			1882	2019	2098	2192	
			2033	2181	2266	2367	
			2196	2355	2447	2556	
			2372	2543	2643	2760	
R27			1941	2098	2192	2280	
			2096	2266	2367	2462	
			2264	2447	2556	2659	
			2445	2643	2760	2872	
R28			2019	2192	2280	2368	
			2181	2367	2462	2557	
			2355	2556	2659	2762	
			2543	2760	2872	2983	
R29			2098	2280	2368	2449	
			2266	2464	2557	2645	
			2447	2659	2762	2857	
			2643	2872	2983	3086	



## HEU and HLRA Agree On Clerical Wage Rate Implementation

HLRA and HEU have now agreed on how classified wage rates for clerical employees are to be implemented.

In a letter to HEU June 23, HLRA agreed to procedures that should avoid problems in implementation that have occurred at Lions Gate, Surrey Memorial, Grace and Royal Columbian hospitals.

Grievances were filed by HEU at those hospitals because of

classified rates being implemented under differing slotting procedures.

The grievances were filed because of two basic issues:

—the proper increment step slotting of employees in their new classified wage rate structures;

—the proper calculation of retroactive wages.

Due to a misunderstanding of the Peck Award, the hospitals mentioned above had not taken the provisions of the HEU/

HLRA Master Agreement (governing such questions as portability, promotions, demotions, transfers and other matters) into consideration when slotting employees into their new multiple step classified wage rate structures.

HLRA agreed that the following provisions, in particular, must be applied in slotting employees at the appropriate increment steps in their classified wage rate structures and in determining their increment

progression through their classified wage rate structures:

- Article VI, Seniority;
- Article VII, Leave of Absence;
- Article XIV, Wage Schedules, Attachments and Addendums;
- Article XVIII, Language Provisions;
- Addendum, Part-Time employees.

Both parties also agreed that the provisions of the Peck Award regarding the four per cent Mitigation Rule and the

freezing of wages under certain circumstances will be applied.

Agreement was also reached that for the purpose of classification, prior variations of stamped job descriptions shall be deemed to carry the same classification as the stamped job description unless specifically indicated otherwise.

In other classification news, Vancouver General Hospital will be classified in September instead of July as originally expected.





UBC Unit member Dimitrios Bourdanotis talks to fellow Union members Cecilia Joyce and Hanisha Gudedar prior to the Unit's May meeting in Vancouver.

## CUPE Application Rejected by LRB

The B.C. Labour Relations Board has rejected an application by the Canadian Union of Public Employees (CUPE) Local 116 to reconsider a previous LRB decision as it relates to an HEU bargaining unit at the UBC Health Sciences Centre Hospital.

## Pension Entitlement Sought

HEU has written the commissioner of the Pensions (Municipal) Plan in order to protect an HEU member's rights to a pension.

The Superannuation Branch in Victoria had advised St. Paul's Unit member Bernice Sharp that she was **NOT** entitled to receive a pension because she would not have obtained 10 years' service as of her retirement date (May 19, 1983).

Sharp had been paying into the Pension Municipal Plan since August 1, 1973. However HEU learned that Sharp commenced employment at St. Paul's on May 27, 1972 but was not allowed to commence contributions to the pension fund until August 1, 1973.

Under the HEU/HLRA Master Agreement, all employees upon completion of their probationary period of three months, shall be brought into the scope of the Superannuation Pension Plan.

HEU plans to file a grievance at the hospital to see to it that Sharp receives the sufficient months of service to be entitled to her pension.

The Hospital Guardian, July/August, 1982/6

## HEU Members' Search Uncovers Ring

Renee Hefti, a registered nurse at Lions Gate Hospital in North Vancouver, feels grateful to HEU members Chris Cameron and Irene Gadal in the laundry department at the hospital for an incident that occurred in November last year.

Hefti pinned her engagement ring to her uniform (many hospitals insist that nurses not wear any rings or jewelry while on duty) and at the end of her shift threw her uniform in with the pile of dirty uniforms.

Because of the sentimental value of the ring, she asked HEU member Irene Gadal if a search could be conducted through the dirty laundry for the ring. Irene and Chris Cameron then started looking for the ring after working hours.

Lois Reimer, an HEU member and clerk in the laundry department, said extensive searches are not usually done because of the great amount of laundry that is done at the hospital.

"Not only do we have the Lions Gate laundry, we do laundry from Burnaby General, Dogwood and Sunny Hill hospitals too — so we're talking about a lot of clothes and linen," said Reimer, a former Unit Secretary and Chairperson.

"And once Mrs. Hefti received her ring, she sent the laundry staff a nice note and a box of chocolates. Believe me, the girls really appreciated that she acknowledged their diligence in finding the ring."

## HEU Kootenay Office

HEU's Provincial Executive has decided to establish a regional office in the Kootenays.

The Union hopes the office to be fully operational sometime in the fall.

At Guardian press time, it was not known where in the Kootenays the location of the new HEU office would be.

## HSA/HLRA Negotiations Suspended

Contract negotiations between the 4-500 member Health Sciences Association and the Health Labour Relations Association are suspended for the time being.

"The HSA is seeking a 33% increase, to replace losses from inflation over the past contract period and catch-up to the B.C. Nurses Union," stated a recent HSA press release.

HLRA and HSA exchanged proposals on March 15 for a contract to replace one which expired March 31.

"Our main concern now is the affect of cutbacks on health care. We will continue active work with the Alliance to Save Health Care, to warn the public that the government is destroying the health care system through its policies," stated the HSA news release.

HLRA rejected an HSA request in July for an 8 per cent interim wage increase. HSA would like to resume contract negotiations "once HLRA has organized itself to engage in meaningful collective bargaining."



Cancer Control Unit Chairperson Jeanne Norlin presented a \$50 cheque and an HEU retirement pin to George DeCleodt at a Unit dinner earlier this year. George worked as a cleaner at the Cancer Control Agency in Vancouver for 22 years before retiring this year.

Unit Photo

## Vancouver Council Lashes at Government

Vancouver city council lashed out at the provincial government at a meeting in June over financial cuts in the province's health care system.

After presentations from several groups, including HEU, council members voted unanimously to urge the government to restore hospitals hit by

recent provincial cutbacks to full service and expand preventative and community-based programs.

"It's bizarre that at the same time as hospital beds are being closed and employees laid off, hospital construction continues," Vancouver medical health officer David Kinloch told council.

## Seminar Schedule

HEU's educational seminars will resume August 23 in Cranbrook.

The complete schedule of seminars through December is printed below.

EDUCATIONAL SEMINARS				
August	23, 24	Cranbrook	Gr. "B"	Step 4
	25, 26, 27	Cranbrook	Gr. "A"	Step 5
	30, 31	Vernon	Gr. "C"	Step 2
September	1, 2, 3	Vernon	Gr. "A"	Step 5
	8, 9, 10	Vancouver	Gr. "A"	Step 5
	13, 14	Victoria	Gr. "B"	Step 4
	15, 16, 17	Victoria	Gr. "A"	Step 5
	20, 21	Nanaimo	Gr. "B"	Step 4
	22, 23, 24	Nanaimo	Gr. "A"	Step 5
October	6, 7, 8	Vancouver	Gr. "A"	Step 5
	13, 14, 15	Vancouver	Gr. "A"	Step 5
	20, 21, 22	Pr. George	Gr. "A"	Step 5
	25, 26	Pr. George	Gr. "B"	Step 4
	27, 28	Pr. George	Gr. "C"	Step 2
November	1, 2	Pr. Rupert	Gr. "C"	Step 2
	3, 4	Pr. Rupert	Gr. "D"	Step 1
	9, 10	Vancouver	Gr. "C"	Step 2
	15, 16	Cranbrook	Gr. "C"	Step 2
	18, 19	Castlegar	Gr. "C"	Step 2
	22, 23	Vernon	Gr. "D"	Step 1
December	24, 25, 26	Vernon	Gr. "B"	Step 3
	1, 2, 3	Vancouver	Gr. "B"	Step 3
	6, 7	Nanaimo	Gr. "C"	Step 2
	9, 10	Victoria	Gr. "C"	Step 2
	15, 16, 17	Vancouver	Gr. "B"	Step 3



The alliance to save health care set up a petition that was eventually signed by 1,994 people May 8 at a shopping mall in Nelson. The petition to stop cutbacks met the obvious approval of two-year-old Allison Staten, daughter of Kootenay Lake Unit member Lorna Staten.

Unit photo

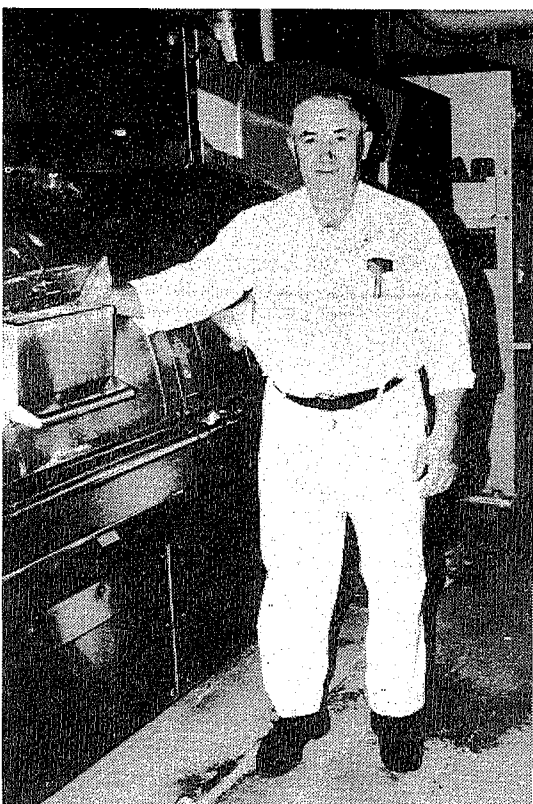


**Photographed On The Job**

**HEU Members At Kelowna General Hospital**



Mary Burt is a housekeeping aide. Mary, who is married with two children, began work at the hospital in 1972.



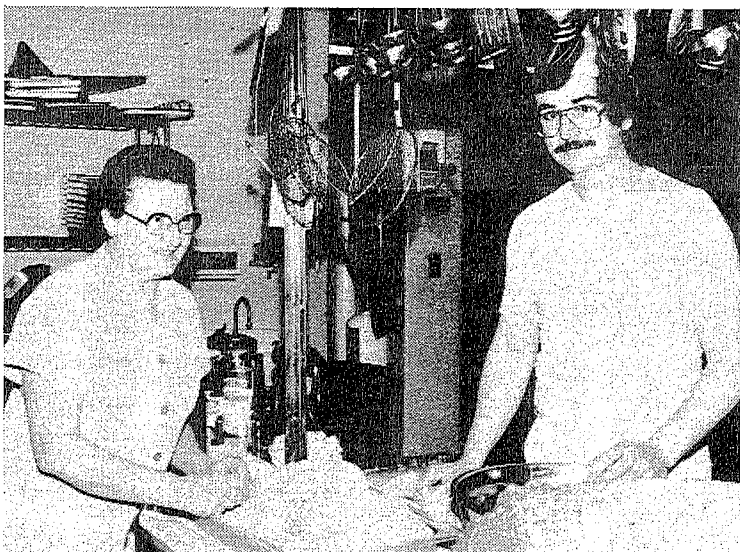
Erich Schur works in the maintenance department. Erich, who has been at the hospital for 18 years, lives in Kelowna with his family.



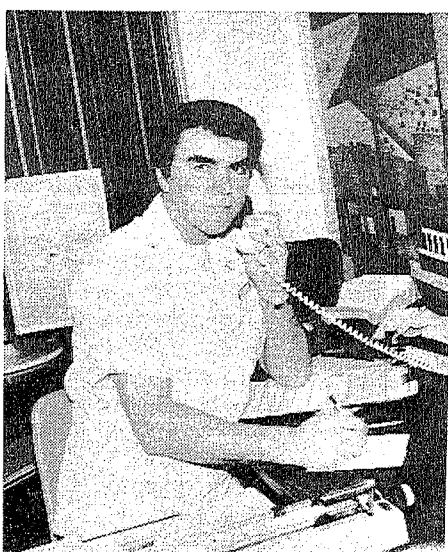
Irene Bert worked as a housekeeper for eight years before recently retiring from service.



Susan Plumptre has worked as an admitting clerk since 1975. Susan, who is single, commutes to and from work on her Honda motorcycle.



Ann Stengel has worked in dietary for the past seven years. Don Innes, who is a shop steward, has been employed in dietary since 1976.



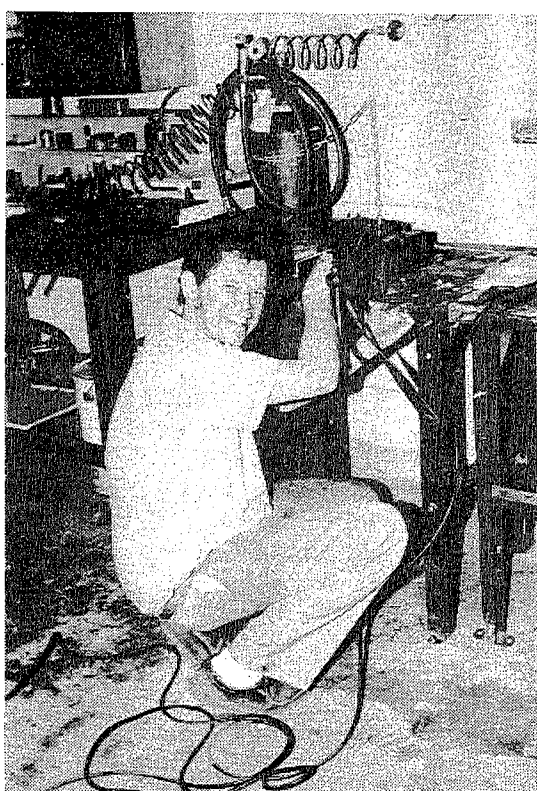
Al Fullerton, a resident of Westbank, works in the admitting department. Al has been on the job for seven years.



Sharon Baker began working at the hospital this year. Married with two children, Sharon is a laundry aide.



June Turner is a dietary aide at the hospital. She is married with two children and lives in Rutland.



Jim Bishop works in the maintenance department. He has carried out his duties in maintenance since 1979.



## At Cumberland Diagnostic and Treatment Centre

# "Dede" Works In The Housekeeping Department

This feature appears regularly in *The Guardian* and is designed to profile an HEU member, in most cases a rank-and-file Union member. The article focuses on the member's job and the duties that member performs while at work. The monthly feature also deals, in part, with the HEU member's personal views on a number of varying subjects. The purpose of the *Guardian* profile is to give recognition of the work performed by HEU members and the members who perform the work.

Mildred Hofmann has worked at the Cumberland Diagnostic and Treatment Centre for over 11 years in a number of jobs.

"I started in dietary and then I moved to laundry and for the last few years I have been in housekeeping," Hofmann told *The Guardian* in a July interview.

A Cumberland native, Mildred (or "Dede" as she is known as around Cumberland) has an affection for the central Vancouver Island area.

"I guess because I was born and raised here has something to do with it but naturally I do like this part of the Island. We sometimes get jokes in Cumberland about being the bedroom community for Courtenay but we don't mind. We'd rather be up here anyway," says Hofmann.

A widow with three children, "Dede" became Unit Chairperson of the HEU Cumberland Unit last year and has found the experience to be very rewarding.

"I was a Trustee on the Unit

executive a couple of years before I became Chairperson so I'm used to getting involved. It's (Chairperson) an interesting job to say the least. I don't pretend to know all the answers but I do the best I can."

"I particularly enjoyed the Wage Policy Conference last year in Vernon. It was democracy in action," she said.

She added that she also learned a great deal from attending several HEU educational seminars.

"That too was interesting and helpful for me. I didn't realize there was so much to know until I sat through one of those shop steward seminars. I quickly learned how much I didn't know."

The subject of new provincial wage controls (announced in July by Premier Bill Bennett) is a sensitive one with Hofmann.

"What can I say about it? I don't feel they're right. You know and I know that lower wages don't necessarily mean lower prices. In fact, they almost never mean lower prices.

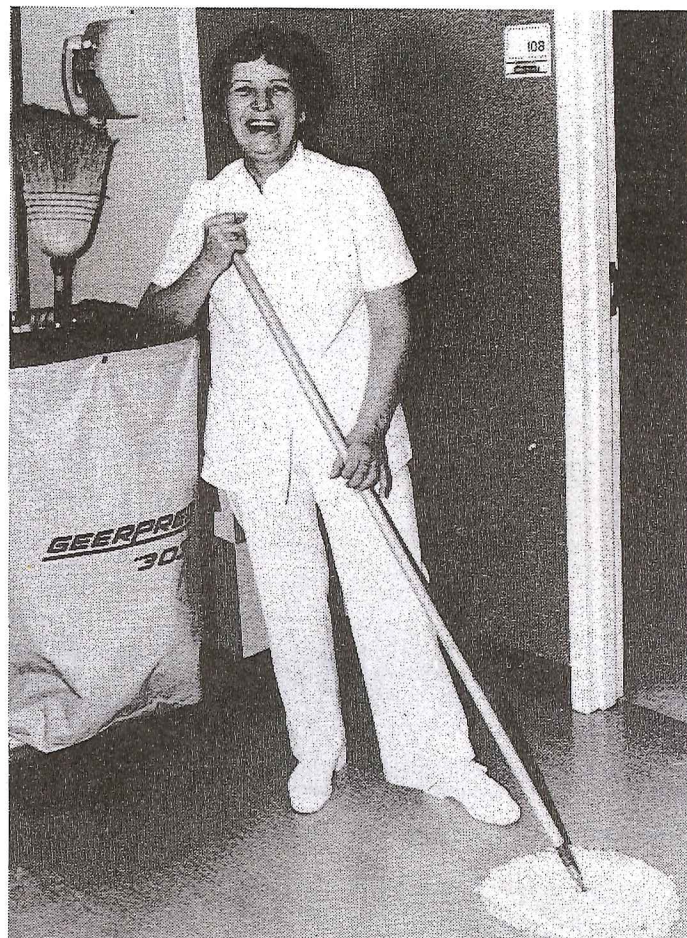
When you lower public sector employee wages, you're punishing one group unfairly for the wrongs of the provincial government."

Getting warmed up to the subject, she went on to criticize the provincial government for the hypocrisy of trying to hold down public sector wages while allowing uncontrolled spending by cabinet ministers.

"Look at the waste of money those cabinet ministers indulged in. (Peter) Hyndman spending a week down in an Arizona resort, (Bob) McClelland partying it up in New York and (Jim) Nielsen running up a bar bill in Prince George. It's disgraceful really."

She said that she was emotionally moved recently by a hospital patient's comment about health care.

"Here was this sick woman telling me about Nielsen's remark that health care was a privilege. She said she didn't consider herself privileged to be sick."



Cumberland Unit member Mildred Hofmann works in the housekeeping department at the Cumberland Diagnostic and Treatment Centre. Mildred is shown here cleaning the floor on one of the wards.

## LETTERS

### Cutbacks Affect Vancouver Patient

Dear Sir,

Health care cuts hit me last week. They will hit almost everyone eventually. Are there any other patients out there who have been affected by cutbacks? The government doesn't believe we exist.

I was never in a hospital any-

where before I entered Vancouver General on April 29 for an operation. I stayed there for about a week after the surgery. On June 1 I returned to the hospital for a similar operation. I was in the same unit — on the same floor, in fact — both times. The first time I went in, health

care cuts were just being announced. I found the care very good and the staff attentive, although the nurses were obviously kept busy every minute.

When I returned only a few weeks later I noticed a diminished standard of care.

Health care cutbacks made me uncomfortable for only a couple of days, but there are many others with worse stories to tell, including hospital employees who have to work in that frustrating, demoralizing situation.

CAROLYN JONES  
Vancouver

(Editor's Note: The letter above (edited in *The Guardian* for space) first appeared in the *Vancouver Sun* June 15th.)

### Redirect Tax Money

Dear Sir,

The gross injustice being done to hospitals and their patients was the clear message of the June *Guardian* issue.

As a concerned citizen and a conscientious human being, I am irked by the misuse of my tax and health care dollars. If there is any legal way (as Canadian citizens exercising our freedom of conscience) that we can withhold those dollars and give them directly to the hospitals, let's initiate action to do it.

I don't know if that's the answer, but it may be a step in the right direction.

JIM NOBLE  
(address unavailable)

### Mission Unit Members Set Record Straight

Dear Sir,

Now is the time for the people of Mission to wake up and smell the bacon.

While layoffs have become a sign of the times, when they occur in the hospital it means only one thing, a decline in the previously-established patient care.

Surely the members of the community have the right to be vexed by such pithless statements as those found in last week's edition of the *Fraser Valley Record* in the article headed: "Cutbacks Hit Hospital Staff".

First we are told that jobs will be created with the opening of a 25-bed addition to the extended care unit; then we are told that further reductions could be necessary in the fall.

Well, the fall is only two short months away. Which is it? Where does this leave the patients that will be occupying the extension? Are they running the risk of inadequate patient care?

The first lay-off notices reached the staff on June 1, less than two weeks after an article was printed in *The Record* stating no permanent staff would be affected by the reduced funding situation.

The following week we were told, in fact, that seven part-time positions have been eliminated in the dietary department. To date there have been 16 part-time and six full-time positions eliminated with numerous positions lost through attrition. With these lay-offs the

remaining staff is asked to become more flexible, which will detract from our main goal of quality patient care.

For one dollar, a resident of Mission can become a member of the Mission Memorial Hospital Society. This will entitle the resident to vote in members of the hospital board.

Don't stop there, write a letter to your elected officials and Jim Nielsen, minister of health. It is the job of elected officials to serve the public.

We are all well aware of the crisis brought about by the current economical situation, and we appreciate that hard measures must be taken to meet them. We do not appreciate having our health care institutes slowly diddled down in much the same manner as the unfortunate pup whose owner was too compassionate to cut off its tail in one motion, so, hacked away an inch at a time.

Anyone who feels this does not have a direct and detrimental effect on patient care is only fooling his or herself.

We have a voice and a vote; now is the time to make the people who are paid to be responsible behave in a responsible manner.

NANCY MOSER  
Mission; and  
CHRIS POLAK  
Abbotsford

(Editor's Note: Nancy Moser and Chris Polak are HEU members at Mission Memorial Hospital. This letter was originally sent to the *Fraser Valley Record* newspaper in July.)



Trail Unit Chairperson June Bradbury (left) places an HEU retirement pin on retiring Unit member Irene Lee at a recent Unit function. Irene, who worked over 21 years at the Trail Regional Hospital as a special diet cook, before retiring in May, hopes to "relax and travel during my retirement."

Unit Photo