Before provincial mediator

Contract Negotiations Continuing in January

The Labour Relations Board has scheduled January 12 and 13 as the dates of a hearing in respect to an unfair labour practice complaint made by HEU against the Labour Relations Board for Local 180.

We welcome the early dates called by the LRH. HEU needs the hearing in order to determine the truth, the LRH has said one thing to our bargaining committee in its December 1 offer and has said something quite different to our members in their 'Employee Information Bulletin,' said HEU Secretary-Treasurer Art Gerow.

HEU filed the complaint in late December after LRH had issued an 'Employee Information Bulletin' to HEU members that purported to give the HEU members the details of LRH's offer presented to HEU's bargaining committee December 1.

HEU has accused health care employers of adopting "Ronald Reagan-type labor relations practices.

The employers' bulletin given to many hospital workers is at least scurrilous and may very well be unlawful," said Gerow.

He said the LRH bulletin misrepresents its wage offer of 80 cents an hour in the first year and $1.15 for the final 15 months of a 27-month contract, an offer which has been rejected by HEU.

The contentious LRH bulletin says the employers' $150 million offer would increase by 28.3 per cent the annual income of two categories — housekeeping and dietary sides.

But, said Gerow, besides failing to mention the extra three months of the proposed contract, the bulletin bases 81% earnings on rates in force before an eight-per-cent increase Aug. 1, 1981. That, he said, depresses the 1981 earnings to make the percentage increase bigger.

Gerow said the LRH offer actually would provide a first-year increase of 9.2 per cent on the current housekeeping and dietary side's rate of $8.81 an hour, and would give them an increase of 13.2 per cent for the final 15 months.

"That does not come out of 28.3 per cent," he said.

He said the bulletin also contains misleading information on LRH's offer regarding employee benefits and contract language.

"It isn't naive, if it isn't amorphous, then quite clearly it's an import from the southern U.S. where they have 'right-to-work,' and union-busting and buhitting' he said LRH was trying to divide the membership from its negotiating committee.

Gerow also accused LRH of stalling on deliberations to designate essential services and employees that must be maintained in the event of a strike.

"This inaction, coupled with the bulletin, indicates LRH wants a strike to prompt the provincial legislature to get involved in the dispute and force the parties into arbitration.

"HEU does not want arbitration under the Essential Services Disputes Act because the legislation perpetuates discrimination against women by failing to address the question of equal pay for work of equal value,"

Negotiation dates have been set for January 14, 15, 18, 19 and 20 by provincial mediator Fred Long.

"HEU has called for collective bargaining to resume immediately after the Labour Relations Board hearing January 12 and 13 that is to deal with HEU's unfair labour practice complaint against LRH," said HEU Secretary-Treasurer Art Gerow. (See story on this page.)

"At that time our bargaining committee will be armed with evidence given by LRH under oath at the LRH in terms of whether LRH is really demanding especially to profit from HHRA's rollback such as sick leave," said Gerow.

Contract negotiations between HEU and LRH broke down the week of December 21 although the provincial mediator was unsuccessful in his efforts to report out of the Master Agreement negotiations at Guardian press time.

HEU has made it clear it does strike notice to serve the Amalgamation notice or ask mediator Long to report out of the negotiations at this time.

Negotiations broke down primarily because of LRH's demand to drastically alter the agreement's sick leave plan as well as other benefits.

HEU's bargaining committee has stated it would not return to the bargaining table until LRH fully explains before the Labour Relations Board its rollback on sick leave.

The committee also stated that LRH has refused to discuss the conflict between the December 1st offer and the "Employee Information Bulletin.

The contract contains a provision for banking sick leave at a rate of one and one-half days per month to a maximum of 155 days. On retirement an HEU member could receive a cash payout of 40 per cent of those unused sick leave days.

The LRH demand would call for a short-term sick leave plan which would completely do away with accumulation and cash payouts.

As well, LRH would like the right to terminate workers while they are getting workers' compensation.

In addition, LRH wants to reduce the amount paid to workers injured while in the service of the employer from 100 per cent of wages to a maximum of 85 per cent.

The proposed plan would provide six days a year of fully-paid sick leave, down from the current 18 days. After six days, the employee would get 75% of wages to a maximum of $215 a week.

LRH has not budgeted from its last offer of an 805 per hour wage increase in the first year of a 27-month contract and $1.15 per hour in the final 15 months.

Among HEU's demands is a $3 per hour wage increase in one year, a cost-of-living clause and equal pay for work of equal value.

HEU has termed the LRH tactic of recruiting volunteers and high school students to work in place of HEU members during a strike "shocking."

Gerow said the use of volunteers and students would be "strike-breaking."

This LRH tactic of frightening residents and their families in the event of a strike is unconscionable: The hospitals are clearly using the patients and residents in all the health care facilities as pawns in their contract negotiations," said Gerow.

"LRH is the one who wants a strike if we are to believe these reports we are receiving about the recruiting of high school students to be scabs."

Convention, Conference Dates

HEU's Thirteenth Biennial Convention is scheduled for September 27-30 in Richmond. The Ninth Provincial Wage Policy Conference is scheduled to follow the convention on October 1 and 2, also in Richmond.

At this time, it is anticipated that there will be at least 400 delegates to the convention and approximately 200 HEU members to the wage policy conference. Further information about the convention and the wage policy conference will be published in upcoming issues of The Guardian.

Interim Award On Classification

An interim award is expected to be handed down in January by the Peck Arbitration Board with respect to the classification of clerical employees.

In an interview with The Guardian just prior to press time in early January, Board Chairman Ed Peck said that "January was the target date" that was set by the Board to hand down the interim award.

An interim award would provide for some classifications to be set prior to the final award that will be arrived at by the arbitration board.

Details of the interim award will be explained to HEU members by HEU serving representatives at union meetings that will commence across the province in early February.

HEU had recommended in November that an interim award be handed down in order to speed up the classification process.

Nominations in non-clerical classification continued in December and January.

Strike Votes

HEU members at 119 of the 155 provincial hospitals and health care facilities affected by the HEU Master Agreement have conducted government-supervised strike votes and 83 per cent have voted in favour of taking job action as a result of LRH bargaining demands.

Only the Bella Coola Unit had yet to conduct a strike vote at Guardian press time and the only Unit not to vote in favour of taking job action was the strong Unit in the Okanagan.

Chilliwack Unit's newest shop steward Carol Lund took her turn on Santa's (Unit Chairperson Bill MacDonald) knee during this year's annual Christmas party for children that was held December 5. Carol was overheard to ask Santa that the members wanted "is a good contract."
A Mouthful Of Double-talk

The breakdown in contract negotiations between HEU and HLRA can be unmistakably traced to scurrilous and perhaps even unlawful tactics by the hospitals' bargaining agent. HLRA presented a so-called "Employee Information Bulletin" to HEU members last month that was supposed to tell the whole truth about contract negotiations but was in reality little more than HLRA double-talk. Whitingly or otherwise, the whole truth wasn't told about HLRA's demands and HEU subsequently filed an unfair labour practices complaint before the Labour Relations Board.

And when HLRA President Peter McAllister justified the bulletin by saying it was "the first time the membership has had exposure to our offer," he was not telling it like it was.

HEU members had "exposure" to HLRA's demands through issues of The Guardian and the membership displayed little doubt as to where they stood as far as HLRA's demands were concerned — over 85 per cent of the membership throughout the province voted in favour of taking strike action based on what HLRA had put on the bargaining table.

There is no mention in the bulletin of HLRA's last position on wages, which was $804 per hour for 1982 and $1.15 for the 15-month period following that. HEU members obviously had no trouble understanding that offer.

The HLRA bulletin was supposed to be providing information but the membership certainly were not fooled by what the bulletin was really intended to do — divide HEU members from the HEU bargaining committee.

McAllister has been informing the media that acute care facilities can discharge patients and reduce services. As well HLRA has been actively seeking volunteers to assist with patient care. These scare tactics have the effect of frightening not only the patients of these facilities but their families as well. In other words, HLRA has stopped to use patients as pawns in their sense of good faith collective bargaining.

HEU has repeatedly asked HLRA to discuss the glaring conflict between their December 1st offer and their "Employee Information Bulletin" but to date they have consistently refused to talk about it.

HEU is now proceeding to the LRB with its unfair labour practice complaint charging HLRA with bad faith collective bargaining. The Union has stated it will not serve 72-hour strike notice or ask mediator Fred Long to report out of the dispute until the complaint is dealt with and until mediation has broken down.

"As I told HEU members in the Employee Information Bulletin, we're offering a substantial wage offer providing for an increase of 27 per cent."

"As I told HEU's bargaining committee at the bargaining table, we're offering $1.15 per hour for the first year and $1.15 per hour for the 15 months after that."

The Hospital Guardian, January, 1982/Pages 2
Alex Paterson Passes Away

At Guardian press time HEU learned of the passing away of former HEU President and Financial Secretary Alex Patterson. He died January 4 in Maple Ridge at the age of 82.

HEU to Meet Reid in Victoria

HEU will be meeting with J. Reid, Chairperson of the Municipal Superannuation Branch, in Victoria January 20. Full details will be reported in the next issue. HEU will also be discussing the confluence of the Pension (Municipal) Plans.

Royal Jubilee Dinner

Royal Jubilee Unit held its annual dinner at the Garth Gore Centre in Victoria. The hall was filled with 350 happy people from every area of the hospital, said Unit spokesperson Bev Watson. A marvelous buffet was served, followed by a three-piece band playing music that had everyone dancing the night away, said Watson.

“Sweepstakes to Cheryl Redden, the Royal Jubilee Unit Section convener who on behalf of the membership for a job well done was presented with a beautiful orchid corsage,” added Watson.

Bev also told The Guardian that many把 many thanks were given to those Unit members that helped Cheryl plan the whole affair.

New Vista Surprise for Olga

New Vista Unit members presented a surprise birthday gift on December 10 to special resident, Olga Hackinon, on her 100th birthday. "Olga is a lovely woman and we love her very much. She's everybody's grandmother here," said Unit Trustee Eva Wollenburg.

The membership decided at the December Unit meeting that we would set aside some money for Olga and buy her something she really wanted and needed," said Wollenburg.

The Unit chose an electric fan. "Her old one was breaking down all the time and we knew she would like it," Eva told The Guardian.

Olga was thrilled when the Unit members gave her the surprise gift.

"She was really excited about that. She was talking about the new fan for hours," said Olga

The New Vista Care Home is a health care facility in Burnaby.

Served HEU for 20 years

Brother Paterson was one of the first organizers of the Hospital Employees' Union and served as President from 1944 to 1949 before taking on the Financial Secretary's job. He served in the Financial Secretary's position until 1964.

“Along with W. M. Black, who passed away last year, Alex Paterson will be remembered as one of the founders of the Hospital Employees' Union. His advice and guidance as well as his spirit helped to build the Union that now serves 35,000 health care workers throughout B.C.,” said HEU Secretary-Treasurer Carole Schultzes.

“Mr. Paterson was one of the first people for the dedication and perseverance which he showed in organizing and serving hospital workers from as far back as 1929. His work will always be remembered with pride by everyone who has ever been associated with him,” said Gerow.

Born in Scotland, Brother Paterson lived in Vancouver from 1929 until 1981, when he moved to Maple Ridge. He is survived by his wife Gladys, two children and five grandchildren.

Heinrich Reverses Bennett

A B.C. cabinet member has reversed the government's position on equal pay for work of equal value, a position made public by Premier Bill Bennett in November.

In November Bennett said that equal pay for equal work or equal value should become a cornerstone of Social Credit policy. He then urged Social Credit members to “take a stronger stand” in the light of mid-term by-election results.

At a labour day breakfast Labour Minister Jack Heinrich said that despite earlier confusion” the government would only support equal pay for equal work. The concept of equal pay or equal work i.e., paying a woman the same wages as a man for performing the same job, is opposed by the B.C. Human Rights Code.

“Of course, that's as far as we're going to go,” said Heinrich.

Food Supervisors Write HEU

The B.C. Food Service Supervisors' Association, of which approximately 80 per cent are HEU members, have written a letter to HEU regarding their status under job classification.

The association, which includes about 125 HEU members, said in the letter that they are not mentioned in the present contract wage schedules.

HEU Secretary-Treasurer Carole Schultzes, said in the letter that the association is not yet "identifiable" in the HEU Master Agreement and will be made so under the Classification System.

"It is clear, of course, that once the wage rate for Food Service Supervisors is validated in the (HEU Master Agreement) "handbook," they are in a position to claim the wage rates that they deserve," she said.

The Hospital Guardian, January, 1988/Page 3
The Facts About HLRA’s “Offer” of December 1/81

1. HLRA has ignored 2 out of 3 of HEU’s basic demands and insulted HEU members with its response to the third:

HEU Basic Demands
Equal pay for work of equal value
Patient security clause
$3 per hour increase in 1 year contract

HLRA Response in “Employee Information Bulletin”
NOTHING — in other words, HLRA plans to continue wage discrimination against women

2. HLRA has “offered” to eliminate or reduce some hard won and long-standing HEU benefits and rights. These include:

• 1½ days sick leave per month (HLRA wants to trade this for a complex — and cheaper — short-term illness and injury plan).
• Cash out of unused sick leave credits (HLRA wants to eliminate this benefit).
• Full pay when injured at work (HLRA wants maximum of 85% pay).
• Job security for employees injured on the job (HLRA wants the right to fire injured workers for cause).
• Benefits and seniority for casuals (HLRA wants casuals to lose some benefits and seniority).
• Bumping rights (HLRA wants you to have only three days to decide to bump).
• Posting for all jobs lasting over 30 days (HLRA wants to post only jobs lasting over 60 days).
• Workable grievance procedures (HLRA wants to reduce the types of disputes that can be grieved and impose a 7 day time limit on the Union — but no penalty for stalling on the employer’s part).
• Secure medical coverage with the B.C. Medical Plan (HLRA wants to choose its own plan).
• The sole option to choose arbitration (HLRA wants to be able to choose arbitration rather than collective bargaining).

3. HLRA’s “Employee Information Bulletin” is full of distortions and crucial omissions. We call it the “Employee Deception Bulletin.”

HLRA PROPOSAL

(a) Wage Increase — $3.00 per hour effective January 1, 1982; $1.15 per hour effective January 1, 1983.

HLRA PRESENTS AN INITIAL OFFER TO HEU AVERAGING 27%.

When HEU made calculations based on HLRA’s offer of 805 in 1982 and $1.15 in 1983, this is the table we came up with:

<table>
<thead>
<tr>
<th>Date</th>
<th>Per Capita</th>
<th>% Change (3)</th>
<th>% Change (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug. 1/81</td>
<td>$1399</td>
<td>$1090</td>
<td>$2397.75</td>
</tr>
<tr>
<td>Jan. 1/83</td>
<td>$1542.41</td>
<td>8.6</td>
<td>5.4</td>
</tr>
<tr>
<td>Jan. 1/84</td>
<td>$1617.81</td>
<td>22.6</td>
<td>11.8</td>
</tr>
</tbody>
</table>

Our calculations put this figure at about $118 Million.

HEU’s figures are different than HLRA’s because:
(1) HLRA’s 1981 income includes the lower pre-August date.
(2) HLRA hides the fact that its proposal includes 3 months of 1984.
(3) HLRA picked lower paid jobs for comparison because it makes their wage offer seem higher.

1. Reorganization of the Agreement

2. Human Rights

3. Grievance Procedure

4. Casuals

5. Position Posting

6.01 The parties subscribe to the Human Rights Code of B.C.

6.06 IF THE TIME LIMIT IN THE STAGES OF ARTICLES 8.04 OR 8.05 ARE NOT COMPLIED WITH BY THE EMPLOYEE OR THE UNION THEN THE GRIEVANCE WILL BE CONSIDERED AS BEING ABANDONED UNLESS THE PARTIES HAVE MUTUALLY AGREED, IN WRITING, TO EXTEND THE TIME LIMITS.

(a) “CASUAL EMPLOYEE” MEANS AN EMPLOYEE WHO IS EMPLOYED FOR WORK WHICH IS NOT OF A CONTINUOUS NATURE SUCH AS:

(1) SEASONAL;
(2) SPECIAL PROJECTS;
(3) TO COVER EMPLOYEES ON VACATION, SHORT TERM ILLNESS LEAVE, EDUCATION LEAVE, COM-PASSIONATE LEAVE, OTHER LEAVE, ETC.;
(4) INTERRMITTENT WORK OF SHORT DURATION.

(b) CASUAL EMPLOYEES ARE ENTITLED TO THE FOLLOWING BENEFITS ON A PROPORTIONATE BASIS:

ANNUAL VACATIONS;
STATUTORY HOLIDAYS.

If a vacancy or a new position is created WITHIN THE HEU CERTIFICATION, the following shall apply:

(a) If the vacancy or new position has a duration of 60 CALENDAR DAYS or more, the vacancy or new position including the hourly and hourly rates of pay, a job description, qualifications, work assignments, the hours of work including days off, the work load, and the conditions of employment, shall be filled, be posted for a minimum of seven (7) calendar days, in a manner which gives all employees access to such information.

(b) It is AGREED THAT IN INSTANCES WHERE A POSITION IS ELIMINATED BY AUTOMATION, CHANGE IN THE METHOD OR LOCATION, OR REDUCTION IN THE WORK FORCES, EMPLOYEES WILL HAVE THREE CALENDAR DAYS FROM NOTICE OF LAY-OFF OR TERMINATION TO TRANSFER TO ANOTHER POSTING WITH THE HOSPITAL IN ACCORDANCE WITH THE FOLLOWING PROVISIONS:

(1) Bumping

HLRA proposes eliminates the uncertainties about bumping and ensures that you can exercises your bumping rights immediately.

5. Translation: If you don’t bump within 3 days, you’re out of luck!

6. Overtime

In response to HEU’s demand, HLRA has offered to improve the application of overtime provisions in these areas.

There is no new formula or increase in basic overtime rates.

See HLRA Overtime Proposals on page 8.

The Hospital Guardian, January, 1982/Page 4
ARTICLE 27—CALL-BACK
27.01 Employees called back to work on their regular time off shall receive a minimum of two (2) hours pay at the applicable overtime rate, or shall be paid at the applicable overtime rate for the time worked, whichever is greater.  
37.32 These employees shall receive a transportation allowance based on the cost of taking a taxi from their place of business and return or, if the employee normally drives his/her automobile to work, an allowance of Thirty-Five Cents ($0.35) per mile or Twenty-Cents ($0.20) per kilometer from the employee’s home to the Employer’s place of business and return.

ARTICLE 29—ON-CALL DIFFERENTIAL
29.01 Employees required to be on-call shall be paid an on-call differential as follows:  
Effective date of signing—Ninety Cents ($0.90) per hour, or portion thereof.  
The minimum on-call requirement shall be four (4) consecutive hours.

SECTION 2—SHORT TERM PLAN BENEFITS
(A) In the event an employee is unable to work because of illness or injury he/she will be entitled to a benefit of 75 per cent of pay for a period not to exceed six (6) months from date of absence, short term plan period, in any one calendar year.  
(B) Employees who have accumulated sick leave credit under the old sick leave plan will have their accumulated sick leave credits frozen but will be supplemented their 75 per cent of pay benefit under the new plan by using 25 per cent of a day’s accumulated under the old sick leave plan for each day of absence under the new plan. The 75 per cent benefit shall not be supplemented by the use of any other leave entitlement.

ARTICLE 40—ADOPTION LEAVE
40.01 Upon request, and having completed his/her initial probationary period, an employee shall be granted leave of absence without pay up to six (6) months following the adoption of a child. The employee shall furnish proof of adoption. When both parents are employees of the Employer, the employee will be granted eight (8) months of leave.

ARTICLE 43—GROUP LIFE INSURANCE
43.01 The Employer shall provide a mutually acceptable group life insurance plan.

ARTICLE 59 — TRANSPORTATION ALLOWANCE—New Article
59.01 An employee who uses his/her own motor vehicle to conduct business on behalf and at the request of the Employer shall receive an allowance of Thirty-Five Cents ($0.35) per mile or Twenty Cents ($0.20) per kilometer.

ARTICLE 60—EMPLOYEE ASSISTANCE PROGRAMS—New Article
60.01 In any circumstance where an Employee Assistance Program to assist employees to cope with drug, alcohol, marital or personal problems is in effect or is contemplated by the Employer, the Employer shall meet with the Union for the purpose of discussing the confidentiality to be attached to information derived from such program.

ARTICLE 61—OCCUPATIONAL HEALTH AND SAFETY COMMITTEE—New Article
61.01 The parties agree that a Joint Occupational Health and Safety Committee will be established. The Committee shall govern itself in accordance with the provisions of the Occupational Health and Safety Regulations made pursuant to the Workers’ Compensation Act.

ARTICLE 66 — EMPLOYEE INFORMATION BULLETIN
66.01 In response to an HEU demand, HLRA has offered an increase in the mileage allowance to 320 per mile.

HEU COMMENTS
8. Call-Back
HEU’s demand is for 60 per kilometre.

9. On-Call Differential
HEU’s demand is for $1 per hour.

10. Short-Term Illness Plan
HLRA plans to reduce benefits for the many who are sick for shorter periods. HLRA would eliminate HEU’s 75% days sick leave per month; many sick employees would be paid only 75% of their wages, and cash out of unused sick leave would be abolished; benefits for long-term illness could be increased.

11. Adoption Leave
In response to an HEU demand, HLRA has offered to increase adoption leave to 6 months.

12. Group Life Insurance
In response to an HEU demand, HLRA has offered to increase Group Life Insurance to $40,000 in 1982 and $50,000 in 1983.

13. Uniform Allowance
In response to an HEU demand, HLRA has offered an increase in uniform allowance.

14. Transportation Allowance
In response to an HEU demand, HLRA has offered to include a new article providing for a transportation allowance when an employee uses his/her own car on business.

15. Employee Assistance Programs
In response to an HEU demand, HLRA has offered to include a new article ensuring confidentiality.

16. Occupational Health and Safety
In response to an HEU demand, HLRA has offered to include a new article providing for a Joint Committee.

YOUR UNION’S RESPONSE TO THE PACKAGE PROPOSAL
HLRA has offered your Union increases in wages and benefits totaling $130 million.  
Your Bargaining Committee’s response was, “it should come as no surprise that the proposal is unacceptable to HEU.”  
The surprise to HLRA is in the total lack of a meaningful reply to this initial offer.  
Your Union is still seeking a 7% increase in one year.  
This reply leads HLRA to believe that your Union does NOT want a negotiated settlement.

HEU has replied to HLRA’s demands.  
HEU members voted to strike to speed up classification, to win income security and to end discrimination.

The Hospital Guardian, January, 1982/Page 9
80 years later

The Rossland Strike

(Editors Note: The following article was researched and written by HEU job analyst Steve Koerner.)

This month marks eighty years since the end of one of B.C.'s longest and most bitter labour disputes: the Rossland Miners' Strike of 1910-1903.

The strike arose between the Rossland Mine Owners, several proprietors of what were then the province's largest silver, lead, zinc, gold and copper mines and Local 38 of the Western Federation of Mine Workers (WFM). The WFM was an internation al trade union, based in Denver, Colorado, like HEU. It was an industrial union, representing "all persons working in and around the mines and smelters." Located primarily in the Rocky Mountain region of Canada and the USA, the WFM battled ferocious employer resistance in order to bring trade unionism to the hardrock mining industry. Its leaders, like the legendary "Big Bill" Haywood, faced mine owners who would go to any length to stop them, and who frequently used heavy-armed goon squads, hired from private detective agencies, to intimidate their employees and to break strikes. If those tactics failed, they often appealed to friendly Governors and Presidents to bring in the U.S. Army to finish the job for them.

Long hours

But the miners, used to spending long hours in some of North America's most dangerous working conditions, stood up to the mine owners and fought back. Much progress was made on the face of the opposition. By the turn of the century, some 50,000 North American miners belonged to the WFM.

In Canada, there was little of the open violence that flared south of the border. But this did not mean that employers tolerated unrest. At Rossland, Local 38 was a cornerstone of the WFM strength. Its 1400 members made it the largest Canadian Local. It was well established; the Union Hall was large and spacious, including a ballroom and meeting room, and was a focal point for the city. It also had its own newspaper. Diversity of service was not enough for the WFM: another Local at nearby Sandon, for example, owned and operated its own hospital.

In 1901, mineral prices had fallen and the companies, dominated by two giants, the Gooderham Syndicate of Toronto and the British America Corporation of London, England, had experienced trouble with their mining equipment. This would be a good time for a strike and break the power of the union. Trouble had been brewing in the mines over several years' time. The miners deeply resented having been forced to accept a contract wage system, and the Rossland muckers (labourers) were paid a lower rate than their counterparts elsewhere in the Kootenays, causing much unrest among them. And early in the year, management broke an earlier agreement with the Local which had allowed Union officials to conduct business on company property. Moreover, literally hundreds of miners had been fired on false pretenses in an effort to end union support.

The Local leadership had bitterly complained to the Government in Victoria that its

cally limited picketing, pulled the rug from under the Union. The companies were able to get many strikebreakers into the mines, although most of them, as inexperienced and inefficiently operating the mines in their depasurals, the local turned to Ottawa for help. In response to their appeal, the Deputy Minister of Labour, William Lyon Mackenzie King, future Prime Minister, arrived in Rossland to "try and fix up the dispute."

It's visit proved thrice common for the strikers. The companies seized the city's many hotels, King chose to stay in the home of one of the most prominent families in the city's many hotels, King chose to stay in the home of one of the city's most prominent families.

But the Union chose to carry on until January, 1903. Then, after a half year off work, stranded of funds to pay strike relief and stripped of an effective picket line, the miners of Local 38 capitulated. In the final settlement the wage rates were unchanged, but the scabs stayed in the mines.

Union sued

Shortly thereafter, one of the companies sued the Union for damages and won. The Local had to disband its assets, including its printing press, to avoid their confiscation. The Court also held individual Local Executive members, including the person who was present at the scene of the strike, guilty in a "subversive" conspiracy.

The Rossland strike would seem page in the history of Canada's labour movement. Local 38, that the Rossland mine companies merged after 1906 with the Conglomerate Company of Ontario, today one of the world's largest mining corporations. It kept a blacklist of all the strikers and it was very difficult for a local union 20th century unionist to get work anywhere in the region. In 1917, COACOMICO crushed a strike at its Trail operation. It founded a Local of the International Mine Mill and Smelter Workers, the WFM's successor. The desire by employers to repress the Union had never been erased and in 1938 miners in Rossland-Trail finally brought in Mine Mill.

Today, trade unions in B.C. enjoy a degree of freedom that their influence unequal to North America. But it was only won through a long fight, as much of that of Local 38.

"How does your wife feel about you getting a vasectomy?"

The Hospital Guardian, January, 1968/Page 6
At work in city of Trail

Members At Columbia View and Kiro Manor

Lita Spain is an activity aide at Columbia View.

Helen Womack is a cook at Kiro Manor health care facility in Trail.

Columbia View Unit member Mary King is a cook at the health care facility.

Jeannine Holmes works as a dietary aide at Columbia View.

Sherry Bauser is a dietary aide at Columbia View.

Help Wanted!

The Hospital Employees’ Union is making an inquiry into occupational health and safety. We need data to back up collective bargaining demands on this critical issue.

We want to make recommendations to the government that will improve health and safety in our jobs and improve treatment of injured workers.

The union needs you to help by filling out our questionnaire.

Please get your questionnaires from your unit officers

• Complete your questionnaire and return it to the person who gave it to you.
• Your unit officers will return the completed questionnaires to the HEU provincial office.
• The union will keep your response confidential.

Occupational Health and Safety:

Questionnaire

Thb Hospital Guardian, January, 1985/Page 7
HEU Members On The Job
At Royal Columbian Hospital

John Works As A Respiratory Technician

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 to the work performed by HEU members and the members who perform the work.

John Andruschak is the charge respiratory therapist at Royal Columbian Hospital in New Westminster and as such works with patients in the hospital who have breathing difficulties.

“We have around 10 technologists at the hospital who are HEU members besides myself. It's a very hands-on, very busy job, which requires a great deal of skill and dedication to perform properly,” Andruschak told The Guardian in a January interview.

There are normally five of us on a shift and essentially we make sure that patients’ breathing is maintained. We do this with the help of a number of sophisticated machines and gauge the patients’ respiratory efforts,” Andruschak said.

One of those sophisticated machines operated by the respiratory technologists is a bronchodilator, which is used on a patient with an acute breathing disorder such as asthma or a chronic obstructive pulmonary disease of the lungs.

The technologists perform the tests and the doctors interpret the results. It is a very difficult job, especially in intensive care where the stress is even higher.

There are two “techs,” as John refers them as, in the intensive care department at Royal Columbian.

Working in intensive care proves to be very stressful since there are ten beds which are usually fully booked. As a result, the technologist has to go from bed to bed monitoring and keeping track of a patient’s breathing. And because the patient is very ill, something can happen at any time and usually does.

“For example, if a patient stopped breathing he or she would be placed on a ventilator to try to get the breathing established again,” John says it is impossible to get too attached to the patient, as other HEU members do in the wards, because the patient is often either unconscious or very weak.

“Because the patients are so sick, it can be very emotionally arduous on the tech because they never know when a person can go either way.”

Also our workload is so heavy that we just wouldn’t have the chance to talk anyway because we’re on the go all the time.”

John, a 26-year-old native of Cariboo who has been an HEU member at Royal Columbian are among the first to be compensated through the new classification system.

“It's been very frustrating. I can tell you that. It is difficult getting up-to-date information and therefore the members get even more frustrated. We'll be happy when it's finally over, that’s for sure,” said Andruschak.

Amendt Supports Equal Pay

Surrey Unit Secretary-Treasurer Julie Amendt feels that HEU’s demand of equal pay for work of equal value is strongly supported by the vast majority of the HEU membership.

“Women in B.C. hospitals aren’t working for pin money. We need to maintain at least the base rate given to men or we can’t maintain normal Canadian standards of living,” said Amendt in a December interview.

Julie earns $1,428 a month as a Clerk 4 while the male base rate of pay is $1,510 a month.

“Each member in our Union should receive at least the male base rate because all the positions are equally important to the total operation of the hospital,” she said.

The cost of the equal pay package doesn’t bother Amendt because costs for the average B.C. family have risen dramatically over the past year.

“We have to work the mortgages, to buy food and pay for transportation. My husband was laid off his job in August as a heavy-duty truck operator, so I’m supporting both of us. Almost all of our members are working because they have to, especially the single women,” says Julie.

HEU’s equal pay demand includes parity between male and female base rates and the elimination of incremental steps within pay grades.

Royal Columbian Unit member John Andruschak measures the amount of time a patient spends with a machine called a body plethysmograph, John works as a respiratory therapist at Royal Columbian Hospital in New Westminster.

Representation Vote Ordered At UBC

This Labour Relations Board of B.C. has acceded to a request by HEU and ordered a government-sponsored representation vote to be conducted among approximately 600 employees who work in the acute care, extended care and psychiatric care units at the University of B.C. Health Sciences Centre Hospital in Vancouver.

No date has been set by LRB, however HEU Secretary-Business Manager Jack Gerow hopes the vote is held as soon as possible.

“HEU welcomes the decision of the LRB and hopes that

Margaret Hamilton
Now An HEU Retiree

Margaret Hamilton, an HEU member at Parkholm Lodge in Chilliwack, has retired from active service at the health care facility. Margaret received a retirement pin from union members at a Unit meeting in November.

“We really miss Margaret already,” said Unit Secretary-Treasurer Valerie McCully.

Many spent approximately four and a half years working first at the Chilliwack Intermediate Care facility then came over to the new facility known as Parkholm Lodge. She was a great person to work with,” said McCully.

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HLRA Overtime Proposals

25.07 OVERTIME MEAL ALLOWANCE
An employee who works two and one-half (2 1/2) hours of overtime on any day before or following a period of not less than four (4) consecutive hours of work shall receive a meal allowance of Seven Dollars ($7.00). One-half (1/2) hour with pay shall be allowed the employee in order that he/she may take a meal break either at or adjacent to his/her place of work. This shall not apply to part-time employees whose total weekly requirements of 20.08 hours have been met and in the case of an employee called out on overtime to work on a test day the clause will apply only to hours worked outside his/her regular shift times for a normal work day.

25.08 RIGHT TO REFUSE OVERTIME
When an employee is required to work overtime on a scheduled work day or on a scheduled day off, the employee may decline to work such overtime except in cases of emergency. Only in cases of emergency may an employee be required to work overtime.

When an employee does not agree that an emergency exists, the employee shall work such overtime, but such overtime shall be treated as if not worked and may file a grievance.

If it is found by the Grievance Procedure has been followed that an emergency did not exist, the employee shall be paid double time for the overtime worked.

25.10 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 rest are not provided, overtime rates shall apply to all hours worked on the next regular shift.

Guardian Correction

The Guardian December issue incorrectly identified Provincial Executive member Phil MacLeod as working at Royal Columbian Hospital in New Westminster. Brother MacLeod works at Queen’s Park Hospital in New Westminster.

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Cash Pay-out of Unused Sick Leave Credits

“Upon retirement as defined in Article XIII, Severance Allowance, regular full-time and regular part-time employees shall be paid in cash an amount equivalent to 20 per cent of unused sick leave credits calculated at the employee’s rate of pay at retirement.”

Article XI, Section 3 (b) page 54

“Sick leave credits with pay shall be granted on the basis of one and one-half (1 1/2) work days per month, calculated to one-hundred fifty-a-week (150) work days.”

Article XI, Section 3 (c) page 51

HEU-HELA

Master Agreement