Dates Set For Some Hospitals

Implementation Of The E. R. Peck Award

HEU met with HRHA February 1 for the purpose of discussing the process of implementing the E.R. Peck Arbitration Award.

At the February 1 meeting, HEU and HRLA agreed to the following points with respect to implementation of the award:

- By February 15, 1982, HEU and HRLA will exchange the respective matching decision, based on the Peck Award, for all clerical positions in each facility party to the HEU/HRLA Master Agreement.
- By February 22, 1982, HEU and HRLA will meet to confirm "common ground" and to negotiate further "common ground." HEU has scheduled 17 dates in March and 10 dates in April to be set aside for further implementation of facilities that will be named at a later date.

HEU's position is that teams of job analysts travel across the province to get the job done.

In addition, the Union has proposed that hospitals in every region, both large and small, be classified in the early stages of implementation of the Peck Award.

Mediator's Report On Negotiations

[Editor's Note: The following letter was sent January 28th to HEU and HRLA from provincial mediation officer F. R. Long.

Dear Sirs,

On January 14, 1982, both HEU and HRLA, in an attempt to expedite the collective bargaining process, agreed to two recommendations that were under my auspices as follows:

RECOMMENDATION 1: Bargaining Resumed

Each party agreed to prepare a new package proposal for presentation to the mediator. The contents of the package proposal will represent a substantial movement from the position as tabled December 1, 1981 by HRLA and December 6, 1981 by HEU. The mediator will, with each party, evaluate each package proposal and will see if it is that substantial movement has occurred before presenting the package proposal to the other party. Both parties agree that the package proposals and any subsequent proposals will be without prejudice and will not be referred to by either party after any purpose of any time.

RECOMMENDATION 2: News Blackout

Each party agreed that all discussions, proposals and offers to settle made from this date forward will be privileged and will not be reported except to the Provincial Executive of HEU and the Board of HRLA. Media and membership releases regarding positions taken prior to this date will cease effective this date. This agreement will remain in full force and effect until the mediator, at his discretion, releases the parties from this agreement or until either party tables its final offer to settle. The mediator may, from time to time, release progress reports for use of the membership of HRLA and HEU.

Under recommendation 1 above both HRLA and HEU have presented package proposals. Meetings were held between the mediator and each party in order to discuss the packages. Both parties have addressed themselves to the issues and further talks are scheduled.

Negotiations are set for February 2nd, 4th and 5th as well as February 8th, 9th, 10th, 11th and 12th, 1982.

Under recommendation 2 above, the parties are continuing to work under a strict "news blackout." Yours truly,

F. R. Long, Mediation Officer

Memorial Service For Greta Little

A memorial service for former Queens Park Unit member Greta Little was held at Queens Park Hospital in New Westminster January 26.

Greta passed away several days earlier after a long bout with cancer.

"The service was unique because it is the first time I've ever heard of being held in a hospital — and I worked there for 17 years," Unit chief shop steward Gary Niven told The Guardian.

Many ex-HEU members who used to work with Greta came to the service from as far away as Coquitlam.

"There were over 100 people at the service and the hospital closed the cafeteria during the service in memory of her, he added.

"The Unit passed a motion at the last meeting to establish a $500 bursary in her name for students related to HEU in some way. This is the Unit's way of remembering Greta. We will never forget her," said Niven.

Agreement Reached

At McDonald Lodge

HEU has been certified by the Labour Relations Board as the bargaining agent for 11 employees working at McDonald Lodge in Vancouver.

The certification bid was challenged however because the owner of the health care facility argued before the LRB that the bargaining unit should include two more members, those three being the brother of a management person and his sister-in-law, as maintenance man and food supervisor.

Because of this close family relationship and the small work unit at McDonald Lodge, it appears obvious that Jack and Lynn McDonald would be persuaded by the other employees as primarily representing the Employer's interests (ie as part of the management team), said LRB Vice Chairman Brian Foley in announcing the certification.

"Both would identify more strongly with Dan McDonald, secretaries-treasurer of the Employer, than with the employees," added Foley.

Foley, in dismissing the application from the Employer, concluded that adding the pair to the bargaining unit would cause a wide variety of difficulties at the workplace. HEU members at the facility ratified a collective agreement at a meeting in January.

"We are very happy with the contract," Unit Chairperson Susan Roop told The Guardian.

Hearing

Sledged

For UBC

A representation vote was held January 27 among 824 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.

The health care workers were voting to choose between either HEU or the Canadian Union of Public Employees (Local 116) to be their bargaining agent.

The results of the vote will not be revealed until the Labour Relations Board rules on the appropriateness of the bargaining unit.

The LRB has scheduled hearings February 18 and 19 to deal with HEU's certification bid.

Nurses

To Honour Pickets

The B.C. Nurses' Union have stated their policy with respect to the withdrawal of services in the event of a strike by HEU.

The BCNU stated an information bulletin to their members, recommending that their members, except those designated by their union to provide essential services, will "honour picket lines affecting the health care system established by a trade union."

"The BCNU will continue to urge all trade unions in the health care industry to provide the BCNU with sufficient notice of any withdrawal of services so BCNU can coordinate a nurses essential services plan," stated their information bulletin.

Units

To Be Included

The following HEU Units, by mutual agreement between HEU and HRLA, are included in the current Master Agreement negotiations:

- Kensington Private Hospital
- Normandy Private Hospital
- Willingdon Hospital.

These three privately-run health care facilities are the first such units to be covered by the Master Agreement.

It has been a long-term HEU goal that all facilities be covered by the Master.

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FEBRUARY, 1982

Glider View Unit member Kay Anderberg awaits residents, like the one pictured here, at the Glider View Lodge facility during the course of her day-to-day duties as a nurse aide. Kay is the former Secretary-Treasurer of the HEU Unit in Comox on Vancouver Island.
The Peck Award

The E.R. Peck Arbitration Award, at least an interim award, has finally been handed down.

After seventeen long and frustrating months in the making, the Peck Award finally creates a workable clerical structure but at the same time pegs the new structure at the discriminatory wage level of the provincial government service which has more clerical employees than any other employer in the province. Such discriminatory wage level is the reason for the conservative wage increases, the freezing of some wages and the downward rate revisions of others in the Peck Award.

If the Peck Tribunal had the jurisdiction to break tradition, to end discrimination and to compensate clerical employees for the obvious value of their skills, efforts and responsibilities, then and only then would the tribunal have issued an award that would be "final" as far as HEU is concerned.

As long as clerical workers and other women workers labour under wages that are discriminatory and do not recognize equality, HEU will continue its fight to win equal pay for work of equal value.

If there was ever any doubt about the need for HEU's equal pay for work of equal value campaign that doubt has been shattered by the Peck Award.

The basis of the matching process shall be the Job Descriptions in the respective facility (and other acceptable information) in comparison to the benchmark classifications decided under the Peck Award.
Dennis Jeffery's Other Interest

Long-time Provincial Executive member Dennis Jeffery, a maintenance employee at Peninsula Regional Hospital, has another interest outside of participating in the development of HEU — he loves basketball.

Jeffery has been associated with girls basketball in the Peninsula area for 28 years. “I have really enjoyed it, mostly because my daughters have been active, but also because it’s a great way to get involved in the community,” Jeffery told The Guardian.

Jeffery’s daughter Lana is a member of the top-ranked Peninsula Lakers team this season. The Lakers, presently ranked number 1 among senior girls (high school) teams in the province, won a tournament in New Westminster in February.

Jeffery took in the games during breaks in Master Agreement negotiations. Dennis is a member of the province’s bargaining committee. “The girls are very strong this year. It could be their year to win the finals in the spring,” he said.

“Evidently, its important that people take an active part in sporting activities, whether it be for themselves or their children. It’s a great way to meet other people as well as keep a hand in community affairs.”

Jeffery’s daughter Lana is a “guard for the Peninsula Lakers.”

Labour Studies At Capilano College

The Labour Studies Program at Capilano College offers courses that may be of interest to HEU members.

Among the classes being offered this spring at the North Vancouver community college are:

- Labour Economics
- The B.C. Labour Code
- Workers’ Compensation Act
- Race and Ethnic Relations
- History of the Labour Movement
- Public Speaking
- Women’s Leadership Skills

For further information about the courses, please contact Betty Mercier, Ed Lavelle, 985-9111 (local 334) or write to them at Capilano College, 205 Purcell Way, North Vancouver V7J 5E5.

Nurses Union Vote

The B.C. Nurses Union has conducted strike votes at two Vancouver island health care facilities, Yaculta Lodge, in Campbell River and Fir Park Village in Port Alberni.

The BCUU requested in January that the government mediator submit his report regarding the contract dispute at the two facilities.

The BCUU members at the facilities voted a strike or rental in favour of taking strike action, according to a BCUU spokesperson.

The collective agreements for nurses at the two facilities expires at the end of March.

Copies of award mailed to Units

From The E. R. Peck Award

[Editor's Note: The following is excerpted from the E. R. Peck Arbiteration Award. Copies of the award, which dealt with the classification of clerical employees, have been mailed to all affected Units. Members should contact their Secretary-Treasurer if they wish to review it.]

I find that an employee whose pay rate is paid at the lowest rate in the implementation of the Clerical Wage Rate (Appendix A) shall be treated as follows:

[1] Downward Rate Revision

If the employee's pay rate is above the maximum of the new classified pay rate, it shall be reduced to the maximum and shall remain there until such date as the Pay Rate Schedule (revised upward) is to be taken over by the classified pay rate, provided that in those extreme cases where the employee's Prevailing Pay Rate is effective August 1, 1980 and August 1, 1981 is so far in excess of the maximum classified pay rate on those dates that Section 7 of the Wage Rate Schedule provisions of the Collective Agreement becomes operative through the selection process incorporated in the definition of Revised Wage Rate (see below).

[2] Repeal

If the employee's pay rate falls below the new maximum but above the classified pay rate, the employee's pay at a rate commensurate with the employee's position of service in the position, his/her prevailing pay rate will be frozen until such time as the employee progresses to a new increment step.

[3] Repeal

Should the employee's prevailing rate at the new increment step be higher than the classified pay rate, then the employee's pay at a rate commensurate with the position of service, the classified pay rate, the employee's pay rate is frozen until such time as the employee progresses to a new increment step.

[4] Repeal

The wage rate produced by selecting the higher of two alternative wage rates at each increment step:

(a) the 4% Modified Wage Rate or
(b) the Classified Rate.

Implementation Date

The first day of the pay period in which an employee receives his/her Classified Rate, Prevailing Increment Anniver-

sary Date

The date(s) prior to implementation date upon which an employee was entitled to increment wage progression as per part XIV of the 1979-1981 HEU-HLRA Collective Agreement.

Application

All applications shall be assigned the appropriate pay rate as set out in Appendix A. New classifications created subsequent to January 1, 1980 shall be assigned appropriate pay rate levels as of the date they are established.

All employees shall be assigned the appropriate classifications as from January 1, 1980. Employees hired subsequent to January 1, 1980 shall be assigned the appropriate classifications as of the date of their initial date of employment.

Employees shall be rated at the lowest pay rate in the implementation step in the revised rate structure or be frozen at their Prevailing Pay Rate, whichever is lower.

5. On such Prevailing Increment Anniversary Date prior to the implementation date, employees shall receive the same increment adjustments that they would have received had the new classified rate structure been in effect on January 1, 1980, provided such adjustments were the result of pay reductions. If such increment step was frozen, the employee shall not receive an increment.

6. On the implementation date, pay rates frozen below the maximum increment step in the classified rate structure will remain frozen until such time as the employee progresses to a new increment step.

7. For the purpose of increment step, all employees will be deemed to have the length of service indicated by the increment step they occupied on the implementation date, calculated from the date of assignment of that increment step.

8. In the event employees have changed their positions since January 1, 1980, such employees shall be assigned the appropriate pay rates as calculated above, for each position covered.

9. Employees will have benefited to a lesser extent if the wage rate froze at the 4% or Revised Wage Rate in March 1980.

10. For purposes of this section, if the employee has since been assigned the appropriate pay rate level.

Porchfork Lodge Unit members Margaret Hamilton (left), shown here at a recent Unit meeting receiving a retirement award for having made a significant contribution to the care of senior citizens. Margaret has retired from service at the Porchfork Lodge in Chittiwack after 30 years of service. The old Chittiwack Intermediate Care facility prior to coming over to Porchfork Lodge.

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Equal Pay for Work of Equal Value

Q. Is equal pay for equal work the same as equal pay for work of equal value?

A. No. Both aim to end wage discrimination against women. But, they each refer to a different kind of discrimination.

When the Pay Act of 1973, HEU argued that LPW’s and Orderlies did not substantially the same work and should, therefore, have the same rate of pay. After a long battle, the $1.75 an hour wage for LPW’s was raised to equal the orderly rate. That is equal pay for equal work.

But, many women at jobs that men do not generally do. This includes clerks, food service workers, and nurse aides, among others. Equal pay for equal work does not apply here because the work is not the same.

Equal discrimination remains. In most industries, the lowest paid women’s job pays less than the lowest paid men’s job. For example, in the hospital, the lowest paid women’s job (clerk) pays about $1,000 per month while the highest paid men’s job (about $1,500 per month).

Equal pay for work of equal value is a phrase used to describe the goal of raising minimum rates of pay for women to equal the minimum rate of pay for men where the job factors of skill, effort and responsibility are substantially the same.

Q. Would equal pay for work of equal value cost the government a fortune?

A. Yes. It could cost the government about $10 million a year just to eliminate wage discrimination against hospital clerks. That does not even count nurse aids, or other women’s jobs in housekeeping and small office departments.

Q. Can the government afford that? After all, we are committed to economic growth.

A. There is an important principle involved in equal pay for work of equal value. Do we want to live in a society that discriminates against women and men of the same race, gender, and class who do the same work?

In 1973, HEU argued that the Liberal Minister of Justice, rejected the criticisms that equal pay for work of equal value would cost employers too much. Heath said, “as a Parliament, we would be wrong to accept that the economy of this country can survive only on the basis of unequal pay for women doing work equal in value to that being done by men.”

And Claude Bertrand, of the Federal Human Rights Commission, asked an Ontario legislative committee that was considering equal value legislation, “...have we been discriminating so much against women in this country that the cost of being fair will disrupt the whole economy?”

Besides, equal pay for work of equal value will help a lot of people in the long run.

Q. Why?

A. Women for one. If you are a man, that is your wife, daughter or sister. If you are a woman, you are worth it. Families also. Women’s incomes help entire family units, not just themselves. If women’s wages increase, so does the purchasing power of families.

If HEU can set precedents (along with other Unions) of achieving the same rate of pay for women’s jobs that men’s jobs have, women in other occupations in the private sector will have an incentive to organize and demand the same rates from their employers.

Single parents on welfare. In B.C., there are about $1,000 single parents on welfare who care for about 40,000 children. This is about 50% of all people on welfare. Many single mothers who would like to find paying jobs realize that the jobs they could get pay less than the minimum wage, for example, sell non-union service jobs. If these traditionally women’s jobs paid the same as men’s jobs did, women on welfare could afford to work.

Taxpayers. When women can take decent paying jobs to get off welfare, taxes required to pay for that service will decline.

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Union-sponsored awards

HEU’s 1982 Student Bursary Winners

Seven students who have worked in health care facilities as HEU members have been named this year’s winners of bursaries annually sponsored by HEU.

Joanne Nielsen is the winner of the $1,000 Edward James Ashmore Memorial Bursary this year. Joanne, a Delta resident, is presently enrolled at Douglas College and is studying to be a registered nurse.

"I am truly honoured to have been selected for the bursary. Words just can't express how grateful I feel," Nielsen told The Guardian.

Kathleen Batchelor has won the 1982 Royal Jubilee Unit $350 bursary. Kathleen, 20, is a 2nd year student at the University of British Columbia and is studying Rehabilitative Medicine.

"I was quite thrilled to learn that I had been chosen as the bursary winner. It is very nice of the Union to give out these bursaries because there are students like myself out there who need them," said Batchelor.

Kathleen worked last summer as a pharmacy technician at Vancouver General and is continuing to work there during the year on a part-time basis.

Colin Wong, this year’s Vancouver General Unit bursary winner, also is a University of British Columbia student.

The 24-year-old Wong is in his first year of medicine at U.B.C. and has already applied the $350 bursary toward his tuition fees this year.

"Naturally I am very pleased and honoured to have been selected for the bursary. The money sure came in handy for me," said Wong.

Colin worked as an orderly the past two summers at Vancouver General Hospital.

Virginia Ross, 24, of Vancouver, was the winner of the Victoria General Unit $350 bursary. Virginia is in her 3rd year at Arts at the University of British Columbia and is majoring in Psychology. She plans to eventually enter into rehabilitative medicine and work as a physiotherapist.

"The bursary was like a gift from Santa Claus because it was going to be a very tight year financially for me. But this bursary will help pay for my books and part of my tuition," Virginia works part-time at Altamont Private Hospital in West Vancouver as a laundary aide.

Ross Mounteney, 23, is the winner of a $350 Vancouver General Unit bursary. Ross is in his 3rd year of Rehabilitative Medicine at the University of British Columbia.

"I was very excited to learn that I had been chosen a bursary winner. It is a great privilege to be named and I can certainly put the money to good use," said Mounteney.

Mounteney worked last summer as a dietary aide at Shaughnessy Hospital in Vancouver. Ross is a Vancouver resident and hopes to eventually work as either a physiotherapist or occupational therapist.

Susan Anderson, 28, is this year’s winner of the $500 Provincial Executive bursary. Susan is a first year Fine Arts student at Langara College in Vancouver who hasn’t yet decided what career path she will pursue.

"I’m presently pleased to win the bursary because I am a single parent. I don’t yet exactly know where I’ll spend the money but it will definitely be to further my education," Anderson told The Guardian in an interview.

Anderson has worked at several Greater Vancouver hospitals as a licensed practical nurse, her last place of employment being Royal Columbian in New Westminster in 1981.

Marlene Smith, of North Vancouver, is the winner of the $500 Lions Gate Unit bursary. Marlene worked last summer as a laundary aide at Lions Gate Hospital during a break from her studies at the University of British Columbia.

The 34-year-old Smith was an HEU member from 1967-77 at Lions Gate when she worked as nurse aide at the North Vancouver hospital.

"It was a real honour to be selected and the money will come in very handy. In fact, I've already used the money toward my tuition fees this spring," Marlene told The Guardian.

Smith is in her 4th year in a Bachelor of Physiology program and eventually hopes to study medicine.

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An HEU founder

In Memory Of Alex Paterson

The name Alex Paterson is a familiar one to any HEU member who has stepped inside the boardroom at HEU's Provincial Office in Vancouver. Outside the boardroom hangs a plaque that was dedicated to Brother Paterson in 1978 for his work in helping to organize what today is known as the Hospital Employees' Union.

It was on a cold, rainy night in September 1970 that over 300 hospital workers at Vancouver General Hospital elected him to be President of the new Union, and they formed that night.

At that time, male workers at Vancouver General were getting about $80 per month in gross salary. And in those days, women workers were receiving about $60 a month and in some cases even less, whether they were doing the same work or not.

Statutory holidays were unheard of and there was no paid sick leave, medical plans or seniority.

Led by Brother Paterson and W.M. Black, the workers at VGH took up the challenge and formed a Union—the Hospital Employees' Union Local 180.

Under their leadership, the struggle to build a strong Union went on. By the time Brother Paterson stepped down as President in 1949, the Union had made giant steps toward realization of the dream of a union for all hospital workers in British Columbia.

In 1964, he became the Union's Financial Secretary, even though he continued to work at Vancouver General.

Two years later, the membership decided the job was too big for him and he was given a full-time position and subsequently he was elected to fill the job.

Brother Paterson served in that capacity until 1964 when he retired. In the 26 years he had devoted to building a Union of hospital workers in B.C., he had seen the dream come a long way towards fulfillment.

Today, HEU represents more than 25,000 members working at more than 140 hospitals and health care facilities in the province. Thanks to the dedication and the leadership of Alex Paterson.

Brother, and his wife Gladys Paterson were given a surprise gift when he retired as Union Financial Secretary in 1964. The HEU membership gave them two return tickets to his birthplace in Scotland as well as $500 in spending money.

He first joined a union in his native Scotland where he worked in the shipyards there.

W.D. Black

Delivers Eulogy

We are gathered here today to pay our respects and to say goodbye to a man who spent a lifetime working to improve the lot of his fellow workers.

I first met Alex Paterson over thirty years ago. At that time Alex had already spent fifteen years organizing and negotiating for workers at the Vancouver General Hospital, where he first started work in 1934 as a cleaner and advanced to the position of storekeeper for the last seven years he was there.

Brother Paterson's dedication to helping those employed in the hospital care industry in British Columbia dates back to 1930, when he was instrumental in organizing a group of hospital workers in Vancouver General Hospital as a unit covered under the civic workers' certification. Brother Paterson served as president of this group.

Neither Brother Paterson nor others in this male union (no women belonged) was convinced it was the ideal trade union they wanted for themselves, and their fellow workers.

In the twenty-eight years he had devoted to building a union of hospital employees in this province he had an opportunity to see his dream move a long way towards fulfillment.

In 1978 the Hospital Employees' Union recognized and honored Alex Paterson for his contributions by naming their board room the Alex Paterson Board Room. A plaque was mounted at the entrance to the board room in the Hospital Employees' Union building.

It takes but a few brief moments to review a man's working life. To list the accomplishments and the precedents established by Alex Paterson, and his fellow unionists, would take many hours. Many workers in the health care industry today never had an opportunity to meet Brother Paterson, and many have never heard of Alex Paterson and his belief in the self-worth and the dignity of every hospital worker in this province. But for those of us who knew Alex Paterson, we are aware that Alex may have worn many hats but he has left behind a legacy and a tradition for those that follow, and with him, today, goes the appreciation and thanks of every health care worker in the province of British Columbia.

--Editor's Note: The above eulogy was delivered by W.D. Black at a memorial service held January 8 for Brother Paterson.

Elsie Vance

Presented Cheque

Prince George Unit member Elsie Vance (centre) was presented with a cheque for $135 upon the occasion of her retirement at the Unit's annual party.

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 fourth quarter of 1981 there were 50 reported collective bargaining settlements covering 28,675 employees in the province. The average annual increase negotiated in these settlements was 14.8% or $1.49 per hour. The revised third quarter 1981 increased marginally to 14.5% or $1.74 per hour.

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"You've got to stop eating like a horse."
In the event of strike

HEU Position On Essential Services

The following is a summary of a letter sent by HEU to HLRA regarding the designating of essential services at hospital and health care facilities in the event of a strike by the Hospital Employees' Union.

1. The hospitals to maintain a "full-house" policy with basic and emergency health care needs of the community met. Parallel facilities in the community offering diagnostic and/or treatment services in Laboratory, X-ray, Medical or Dental fields to be utilized in preferences to hospital resources.

Prudent management to ensure medical nursing resources are not utilized for any services that do not directly contribute to the life, health or safety of patients, i.e., cosmetic surgery, etc.

- Non-essential services such as new construction, renovation, cafeteria services, experimental processes, etc., to be discontinued for the duration of any strike activity.

The hospitals to supplement their available manpower resources by maximizing their use of disposables, i.e., cutlery, towels, etc. Moreover, all commercially packaged and frozen meals are to be utilized. Special dietary supplements to be regarded as resources of regular dietary staffing.

2. The Union will establish a Strike Committee at each hospital affected by a withdrawal of service. This committee will be responsible for the conduct of the picketing activity, and will monitor police interference through consultation with the BCNU/HCIA/PARB and members of the Medical Staff. If it is found the Employer, after a "good faith" effort on their part, cannot maintain a level of one essential service, there is no immediate and serious danger to life, health, or safety of patients, then striking members of the Union, in sufficient numbers, will be made available to eliminate the emergency.

3. As a specific augment to the services performed by the non-striking employees group, the Union will designate sufficient members to maintain a safe level in the following categories:

- General Care and Security
- Internal/External communication
- Fire protection/evacuation/heat/cooling
- Community communication
- Life Support Treatment
- Members of Cardiac Arrest Teams
- Respiratory Technologists
- Artificial Kidney Technicians
- Heart Pump Attendant
- Diagnostic Services
- Pathology - Diener
- Electro Encephalograph Technician
- Ambulance - Police
- Other Emergency Vehicles

4. All supplies, medications, and blood supplies through the Picket Line, will be available to all patients and their visitors. "Strike Pickets" will be routinely issued for the transport of oxygen, medical gases and blood supplies through the picket line on "as required" basis.

5. One day per week, mutually agreed upon by the Union and Employer, to be set aside for the transport, by manpower and/or vehicles, only, of required "essential" food, medical and/or other supplies or services following prior notice by the Employer to the Union of the time, place and characteristics of the essential goods or services passing through the picket line.

6. In consideration of the obligations undertaken by the Union in Items 2 to 5 preceding, the Employer to:

- determine to the Union a heating facility, either adjacent to or in a non-patient area of the hospital, for the purposes of providing appropriate accommodations to house the back up emergency services being provided by the Union.
- determine to the Union sufficient washrooms, external phone services etc. to meet the needs of all non-patients involved and,
- determine to the Union wage obligations to other employees bargaining units, including but not limited to, overtime, etc. Management staff, so designated, are to be the bargaining agents only, to be utilized as a staffing supplement when or if "designated" HEU members are performing "essential services".

It is obviously impossible at this time to anticipate every circumstance or situation that could arise during a hospital strike that would demand the Governor's immediate attention. What should be obvious from this letter is, however, is the Union's attempt to insulate the patient from any harm that could arise because of a labour dispute between hospitals and their employees. There is no attempt to insulate the public from the impacts from the consequences of strike activity.

The Union will do whatever is required to protect hospital patients and, at the same time, avert unrealistic and liveable wages and working conditions.

"Bad Communications" At Surrey Hospital

An arbitration board has reduced one suspension and ruled that the hospital was not appropriate in the case of an HEU member at Surrey Memorial Hospital.

The matter was brought to arbitration when the HEU member was suspended and later fired by the hospital management over the grievor's conduct.

The hospital initially suspended the grievor for two weeks for what the hospital called "unsatisfactory performance.

The award, handed down in December, ruled that the HEU member was found guilty of verbally attacking an engineer at the hospital and also failing in his capacity as a Supervisor to take sufficient care to implement an agreed schedule of working hours among the employees in the boiler room.

The award stated that "the disciplinary measure appropriate is not a two-week suspension but a verbal reprimand (the grievor's record prior to this has been without blemish)."

The second grievance before the arbitrator was a question of whether the hospital was guilty of improper conduct concerning reprimand or discipline and, if so, was a two-week suspension appropriate.

The initial dismissal arose when the grievor, upon returning from the two-week suspension, "unilaterally without consultation at all his superiors in administration" issued an order telling his engineer not to leave the boiler room for any reason except a fire in the hospital.

As a result of the directive, engineers ceased to carry out those parts of their customary duties, which included emergency maintenance and securing all the doors of the hospital at night.

The grievor stated before the arbitrator that the duties imposed upon him by virtue of the Boiler and Pressure Act of B.C., meant to him that the boilers must at all times be under the continuous and immediate supervision of an Engineer.

The grievor added that while engineers were attending other duties for two or more hours, the hospital was being placed in jeopardy.

"In my view, the correct procedure to have followed was to have raised the matter with the management," said Board Chairman Daniel Byl.

"It also seems to me, and I so find, that part of the problem, in this regard were occasioned by a lack of communication between the grievor in his capacity as Chief Engineer and the rest of the hospital administration and I think it would be wrong of me to find the fault entirely on the grievor's part.

"I think that this whole matter,摩托is, as the boiler room as containing a significant bad communications factor, stated the award.

The two-month suspension was reduced in the award to one month. The hospital had initially fired the HEU member but later revoked that decision prior to the matter going to arbitration.

The award concluded with praise for the HEU member.

"I have to bear in mind that except for the physical altercation, (the grievor) has a superb record and I impressed this board as being a diligent man of first-rate ability who was concerned for the morale and was conscientiously carrying out his duties.

HEU has received a bill for nearly $55,000 as its share of the cost of the arbitration.

The arbitration was handled by Owen Flood, who submitted a bill to HEU and HLRA for $12,263.00.

HSA Bargaining in March

The Health Sciences Association will commence formal collective bargaining with the Hospital Labour Relations Association toward the settlement of a new contract.

The Association is holding its wage policy conference later this month to determine what issues and positions the membership will support.

HSA represents approximately 20,000 paramedical employees working at hospitals throughout the province.

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Shaunessy Unit member Mary Gassan posed with her daughter Sharon at the Unit's annual Christmas party for children December 1979. More than 50 children of Unit members attended the party and received gifts from Santa (Unit member Jim Allison).

These Vancouver General Unit members were among the approximately 150 who gathered December 12 for the Unit's annual Christmas party. The annual affair was a great success according to Unit Assistant Secretary Zonica Bosanic.

Chilliwack Unit member Carter Waugh held young Christopher McCarron at the Unit's annual children's Christmas party December 5. Carter is a cleaner at Chilliwack General Hospital and Chilliwack is the site of the Unit member Patricia McCarron, a switchboard operator at the hospital.

Unit photo
Barb Schneider, recently elected Chairperson of the Glacier View Unit in Comox, started her health care career working in 1946 in Middle, Saskatchewan, and later in the Comox Valley, and she tells it "seems like another world now."

"What helped was the nursing union for us at the hospital and because of it I was never very low. I was getting something like $80 a month and very few benefits," Schneider told The Guardian in a January 19 interview at Glacier View Lodge.

Barb has been a nurse aide at the Comox health care facility for the past eight years and is very happy to be an HEU member.

"Job security is the big reason for the Union starting up a couple of years ago and we are getting tougher with every passing year and we are making sure we had jobs to go to," she said.

Originally born in Grand Forks, she spent her teenage years in Saskatchewan before getting married and eventually finding herself in West Germany.

"My husband was in the forces so we lived in West Germany for four years and thoroughly enjoyed the experience. We learned a lot about the world living there but what we also learned firsthand how proud we were to be Canadians. In the three years we were away from there, we couldn't believe how happy we were to come to Canada. I don't think many Canadians realize how lucky we are to live in this great country," she said.

There are presently 15 HEU members working at Glacier View Lodge, says Barb, and that number will increase as soon as the facility completes its expansion to 75 beds in the spring.

"The building we're in is slated to close because the members -- say it doesn't have the money to keep it open. It was stipulated in the will of the man who donated the land over to the government that the land must be used for senior citizens so I don't know if the building will lie dormant or what. It sure could be of use to the residents though as a recreation room or something." Schneider, who along with her husband raised four children (three of whom are now on their own with the youngest at home), feels a personal attachment working with seniors.

"I really enjoy working with them (seniors), it seems as if they're all part of our family. You've got to know them and their families so well. In fact, I sometimes think I know everyone there is over 65 in the Comox Valley personally.""Our work here with the residents is aided by the fact that our staff is experienced. There is no one here younger than 20 years of age. I've seen younger girls have difficulty coping with the special needs of seniors and I know myself it takes a great deal of understanding to cope. But the rewards are worth it."

Schneider was elected Chairperson and shop steward of the Unit in January and she hopes she can live up to the expectations of the Unit members who elected her.

"It is a very difficult job, I know, but I will try to do the best I can. We all realize how important it is that the Union function properly for the benefit of everyone.""HEU Members On The Job

At Glacier View Lodge

Barb enjoys her work as a nurse aide

A reporter's scenario

What If There Is a Strike?

[Editor's Note: The following article, excerpts of which are reproduced here, was written by Vancouver Sun Labour Reporter J. W. and first appeared in the Jan. 25, 1976 edition of the Vancouver newspaper]

B.C. Labor Relations Board chairman W. K. Keelker could find himself playing God next week as strikewatchers and the special talks collapse and B.C. is plunged into a wildcat, uncontrolled or partial hospital strike.

Under the Essential Services Disputes Act, Keelker is required to delicately balance the health care strike to right to strike.

Keelker might find himself leading the actor in a sequel to Hospital Strike: Strikers played in various Lower Mainland hosptials in 1976.

Back then the first board chairman, Paul Weller, was asked to determine which services and employees in B.C. hospitals are required to avoid "immediate danger to life, health or public health.

The hospital talks between the 20,000-member Hospital Employees Union and the Health Labor Relations Association — medical referees in a new blackspot. That's a small indication of the stakes: any strike is possible — but nobody is waiting to find out. The labor board, the union and the major- ity of B.C.'s hospitals are all bracing for a strike.

The HEU has given its negotia- tors an "overwhelming" mandate to strike if a controlled strike similar to the one in 1976. Only this time there is no strike for provincial- wide job action.

The union can issue 72-hour strike notice once mediator Fred Long cord is out of the talks and the membership votes on the employer's "final offer."

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Barb Schneider is a nurse aide at the Glacier View Lodge in Comox on Vancouver Island. She enjoys her work with the facility's residents and notes that "it takes a special kind of understanding to ensure that their needs are met."