A threat to collective bargaining

HEU To Ignore Bennett Wage Control Program

The guidelines will affect people working for Crown corporations, school boards, educational institutes, hospital, municipal, and local governments, as well as private sector public services. The 10 per cent wage hike ceiling could be altered two per cent, said Bennett, to take into account such things as "past experience, skill shortages and historical relationships" and an additional two per cent "to reward increases in productivity." NDP Leader Dave Barrett termed the speech "cynical." "In the last budget we [NDP] asked for $81 million in cuts in travel, advertising and public relations but the [Bennett] refused," said Barrett.

Equal Pay Fight To Carry On

The Social Credit government's wage guidelines are a direct attack on the Hospitals' Employees Union's demand for equal pay for work of equal value, according to HEU Secretary-Business Manager Jack Gerow. But the union will continue to negotiate for increases needed to pay discrimination, says Gerow. "We are going to continue to negotiate in spite of the proposed contracts. And even when legislation does come down, we are not going to willingly agree to compensation guidelines or discriminative wages." Gerow said the equal pay for work of equal value demand is strongly backed by the union's vast majority — women who earn less than the base rate given male union members in B.C. health care facilities — especially since Ed Peck came down with his clerical classification award.

HEU will continue to negotiate 1982 wage and contract demands as mandated by the Provincial Wage Policy Conference last year. The Union will not willingly agree to any settlement within the guidelines recently announced by Premier Bill Bennett with regards to his Compensation Stabilization Programs.

HEU is continuing to discuss the establishment of a coalition among public sector employees to cope with the obvious threat the controls pose to the health, education and other needed public services. Further, the controls pose a serious threat to free collective bargaining. In the meantime, the Union is continuing to negotiate the implementation of the E.R. Peck Award and the conclusion of outstanding classification disputes under the Master Agreement.

Says Gerow of Premier's plan

"An Attempt To Punish Workers"

The guidelines will affect people working for Crown corporations, school boards, educational institutes, hospitals, municipal, and local governments, as well as private sector public services. The 10 per cent wage hike ceiling could be altered two per cent, said Bennett, to take into account such things as "past experience, skill shortages and historical relationships" and an additional two per cent "to reward increases in productivity." NDP Leader Dave Barrett termed the speech "cynical." "In the last budget we [NDP] asked for $81 million in cuts in travel, advertising and public relations but the [Bennett] refused," said Barrett.

Medical Steno Cuts Unfair Says Union

HEU does not agree with the wage cuts handed down to medical stenographers in the Peck Arbitration Award, that was released in January. There was what Ed Peck, Chairman of the Arbitration Board, referred to as a "fundamental" disagreement between HEU and NLRA on the classification of medical stenographers.

HLRA contended that the Medical Steno 1 is properly classified at the Clerical Assistant 2 (Clerk 2) level which classification embraces full working level stenographer clerks in the government service. HEU's position was that the proper match for a Medical Steno 1 is to Clerk Steno 4, a classification that applies to the most advanced stenographic/computer clerical work or to stenographers exercising supervisory responsibilities or is reserved for those acting in a secretarial capacity to one of more officials.

HEU's rationale for the Clerk Steno 4 was based principally on the evidence that the government has applied that classification to a non-supervisory Stenographer Clerk job in the Crown's office at New Westminster." said afflicted in his award. "The latter position requires the incumbent to transcribe highly technical documents, research and general office duties, deal with the public and attend on the Coroner in court."

The Peck Award decided that the salary of the Medical Stenographer 1 at Royal Columbian Hospital "falls short, in job evaluation terms of the supervisory/stenographic or advanced clerical requirements of Clerk Steno 4."

Peck also rejected an HEU-proposed Clerk 6 match for Medical Stenographer Supervisor at Royal Columbian.

The fact that the supervisor duties only occupy her about half the day indicates that Clerk 6 is also an inappropriate match," stated Peck in the award.

HEU Calls For Unity To Fight Wage Restraints

A call for a coalition against the Government's compensation stability program came in February from Hospital Employees Union secretary-business manager Jack Gerow. Gerow said that the HEU expects to discuss its proposal with the government workers union later. In the meantime, Gerow added, the HEU has consulted with other health care unions about potential joint protest strategies against Bennett's plan to limit compensations increases to a basic 10 per cent.

Gerow said any common protest should involve explaining how wage restraint will harm the health care system and the health care workers without having any real impact on the problem of inflation, interest rates and the slumping provincial economy. At Guardian press time the HEU call for a coalition has been supported by a number of other local and national labour and health care bargaining units.

Award Being Implemented

Implementation of the E.R. Peck Award began in several hospitals in February and March.

HEU and HLRA met at Surrey Memorial Hospital, Lions Gate, St. Paul's and Grace Hospitals to implement the award in a number of positions.
Government Fiddling

One newspaper reporter, only half jokingly, called it “wage and wage controls” and that pretty well tells us everything we have to know about Premier Bill Bennett’s February “cure” for B.C.’s economic ills.

At a time when the provincial government has been caught misspending the taxpayer’s dollars, including in the Premier’s own office, it is ridiculous that the government would have HEU members believe that the limiting of wage increases to hospital workers will set B.C. on the road to economic recovery and better social well-being. HEU will continue Master Agreement bargaining as though the wage control proposal did not exist. After all, there are no guidelines in effect at the moment. All there is now is self-serving political rhetoric made on television by the Premier.

HEU’s Provincial Executive decided at its February meeting that the government program is so sinister that the Union is prepared to spend as much as $100,000 in a political struggle to defeat the Socreds and their ruthless attack on the patient and health care worker alike.

The simplest way to defeat the program is to vote the Social Credit party out of political office. During the next election campaign, HEU will support candidates who commit themselves to fighting arbitrary and discriminatory wage controls. It’s obvious that the provincial government is insensitive enough to fiddle with an ill-conceived and haphazardly drawn up wage control program while health care workers and the province’s health care system are destroyed by the Socred’s policy of funding pet giveaways such as North East Coal and B.C. Place. This forces health care workers to subsidize, with controlled wages, not only health care but also these mega projects.

Our Union recognizes that we are living in difficult times however the answers do not lie in controlling the public sector. The answers will be found in controlling the private sector banks and multinational corporations. As we said before, HEU is not prepared to be the scapegoat for the provincial government’s unwillingness to tackle the real villains.
Dental Plan Changes Affect HEU Members

HEU has always maintained that dental care is a right and not a privilege that should be abused. HEU members may soon have to pay up to $200 per year in taxes on their dental plans because of proposed changes in the last federal budget. The new federal budget has provisions to tax employer contributions to health plans and to change an HEU member will be taxed on his/her dental plan in the same way you are taxed on medicare premiums. Union members should talk to their union representatives without showing their opposition.

The dental plan tax must be eliminated and in order to do this, pressure must be put on the federal government through the elected Parliament members. Write to your Member of Parliament and to Allan MacEachen, federal minister of Finance, to express your feelings on this tax.

Orville Lien Passes Away

Orville Lien, a long-time active HEU member at Burnaby General Hospital, died recently in Vancouver. He worked as an orderly at the hospital for 22 years, from 1955 to 1976. He served as Secretary of the Unit from 1966 to 1986. He is survived by his wife Viola and step-son Raymond.

Bill Third Honoured

HEU staff member Bill Third was honoured in February by the Provincial Executive for his past service on HEU's ruling body. Seven other HEU members were honoured earlier this year for their past service on the Provincial Executive. Third, who received an engraved plaque from the Executive, was Chairperson of HEU's Lions Gate Unit for eight years.

Concerns Maple Ridge members

Ethylene Oxide Sterilizing Machine

Maple Ridge Unit Chairperson Jean Blyth said that Union members at Maple Ridge Hospital are concerned about a sterilizing machine that uses ethylene oxide.

Blyth told The Guardian that she has written a letter to the personnel in hospital expressing the concern of the employees who might have to use the device. “We are very worried about this ethylene oxide. It certainly states in an information brochure put out by Health and Welfare Canada what the safety measures are with regards to contact with it” said Blyth.

In a letter to the materials manager Blyth said she had “no intention of working with unsafe or dangerous equipment. nor will I see any co-worker under like conditions.”

Ethylene oxide has been identified by Health and Welfare Canada as a possible carcinogenic potential. One of the precautions the branch listed in the memo was to have ventilation checked if it could be done. “Many of us actually smelled it but someone in management is supposed to have said we were imagining things. Believe me, we don’t imagine smelling it — we did smell it,” said Blyth.

The Maple Ridge Unit Chairperson added that the members were informed of a gas leak in the sterilizer by a maintenance man. “All we are saying is, let’s have all the answers and the equipment properly installed and checked before we have to work with it.” said Blyth.

HEU wrote a letter to the hospital management in February asking:

• That the ethylene oxide sterilizer not be operation on February 22, 1982
• That all safety conditions on the Health and Welfare Canada Medical Alert (No. 45) be met before the sterilizer is operational.
• That all staff who will work with or near the sterilizer will be provided with in-service training regarding operation and hazards before the sterilizer is operational.
• That the Workers Compensation Board is requested to check and approve the installation and related work procedures before operation begins.

The sterilizer be placed in its own room so that staff who are not involved in the operation of the machine will not be exposed to hazardous vapours.

The hazards of the ethylene oxide at the hospital were also discussed fully at a Safety Committee meeting before the sterilizer is operational.

At a meeting February 25, between HEU and the hospital management, it was learned that a test will be conducted in the first week of March by the Occupational Health and Safety of the machine (AMUSCO).

The Workers’ Compensation Board will be called in to monitor the gas level and also to ensure that the machine meet the WCB safety regulations.

Further, the machine’s manufacturer will come to the hospital to show a film to HEU members and management on the proper use of the sterilizer.

Several HEU members who came nauseous hours after smelling the gas, Blyth told The Guardian.

Information about ethylene oxide will be printed in the April Guardian.

U.B.C. Dates Scheduled

Dates have been scheduled April 13 and 14, 1982 for the first UBC labour board hearing into HEU’s certification bid at the UBC Health Sciences Centre Hospital.

At an HR hearing February 18, the Canadian Union of Public Employees Local 116 made its representations.

Based on this, the labour board decided to adjourn the hearing and order that a new hearing of notice of hearing be properly issued by the LRB before the hearing is to resume.

The purpose of the hearing is for the LRB to have the opportunity to exercise its appropriate' power of the bargaining unit.

A representation vote was held January 27 among 604 members, the health care workers in the acute care, extended care and psychiatric care units at the Vancouver hospital.

The health care workers affected were voting to choose between either HEU or CUPE Local 116 to be their bargaining agent.

The vote will not be dealt with until the LRB makes a ruling on the appropriateness of the bargaining unit.

Philippines Bus Crash Claims Creston Member

Creston Unit member Hugo Sommerfelder and his wife Leona were two of the casualties in the bus crash about 300 miles south on March 27th.

The crash resulted in the deaths of 12 Canadians, including Brother Sommerfelder and his wife who were vacationing in the country the time of the tragedy.

“Hugo was a very likeable person and was also placed by his co-workers and friends at the hospital and in the Creston community,” said Creston Unit Secretary-Treasurer, Randy Griffiths “He was a good person and was killed in the January mishap.

A memorial service was also held in Creston. Hugo Sommerfelder was attended by many hospital employees.

“It was a fitting tribute to a person who was a truly good person and a person who loved his job and the memories of,” said Griffiths. "The somberness was clearly evidenced by a son Roger and a daughter Linda, who was a young of the B.C. hospital.

Creston Unit member Hugo Sommerfelder (photographed here) and his wife Leona were among the 12 casualties in a tragic bus crash that occurred in the Philippines in January. Brother Sommerfelder was a former Chairperson of the Creston Unit.

Orville Lien, former Secretary of the Burnaby Unit executive, passed away recently. Brother Lien worked at Burnaby General Hospital as an orderly for 22 years and served for many years on the Unit’s executive. Unit photo

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From around the province

HEU Unit Executive Election Results

The Bella Coola Unit elected officers for 1982 are: Ken Carson, Chairperson; Doreen Glidden, Vice-Chairperson; Helen Jordan, Secretary-Treasurer; Shirley Moss, Asc. Secretary-Treasurer; Mildred Yunker, Secretary; Helen Sinha, Treasurer; Ennie Busberg, Vice-Chairperson; Lillian Widdos, Trustee; Inge Jonassen, Trustee; Margrethe Macintosh, Trustee; Hilda Shaughnessy, Trustee.

The Cumberland Unit elected officers for 1982 are: Milton Hofmann, Chairperson; Art Werner, Vice-Chairperson; Marlene Davies, Secretary-Treasurer; Marlene Davis, Asc. Secretary-Treasurer; Gaila Ed- wards, Trustee; Vic Gillett, Trustee; Carol Schneider, Trustee; Joyce Crawford, Con- ductor; Janice Shuldon, Conductor.

The Dawson Creek Unit elected officers for 1982 are: Cottlet Beineke, Chairperson; Gilbert Mainfant, Secretary-Treasurer; Maria Canada, Trustee; Mary Brault, Trustee; Marie Leschert, Trustee; Marie McNab, Conductor; Lisa Bider, Conductor.

The Delta Unit elected officers for 1982 are: Irene Dale, Chairperson; Noreen Hinde, Vice-Chairperson; Eveline Vap, Secretary-Treasurer; Rona Lahmann, Secretary; Pat Dean, Secretary; Sandra King, Trustee; Marie Purich, Conductor; Physios Cameron, Conductor.

The Ladner Unit elected officers for 1982 are: C. J. Kubeck, Chairperson; Goun- dy, Secretary-Treasurer; Shirley Kuhlem, Secretary-Treasurer; Valerie Bugens, Trustee; Faith Haws, Trustee; Debra Poulsen, Trustee; Linda Jokel, Conductor; Min- minder Dohot, Conductor.

The Prince Rupert Unit elected officers for 1982 are: Merlin McCallum, Chairperson; Jean Cameron, Vice-Chairperson; Peggy Bell, Secretary; Inge Garde, Trustee; Carol Allen, Trustee; Conductor, Conductor.

The residence elected officers for 1982 are: Tanis McNaughton, Trustee; Mary Gordon, Vice-Chairperson; Phoebe Reed, Trustee; Charleen Jordan, Conductor and Warden.

The Parksville Unit elected officers for 1982 are: Jan Kiltmar, Chairperson; Bob Hart, Vice-Chairperson; Anne Moore, Secretary-Treasurer; Jennifer McNaughton, Trustee; Mary Gordon, Vice-Chairperson; John Toone, Trustee; Phoebe Reed, Conductor and Warden.

The Parksville Unit elected officers for 1982 are: Lorraine Abraham, Chairperson; Helen Anderson, Vice-Chairperson; J. M. Worthington, Secretary- Treasurer; John Dugdale, Trustee; Terri Gardner, Trustee; Anna Shephard, Trustee; Zula Schmidt, Trustee.

The Fort St. James Unit elected officers for 1982 are: Sue Andersen, Chairperson; Laura Brittain, Vice-Chairperson; Barbara Lebel, Secretary-Treasurer; Betty Young, Trustee; Monica McNaughton, Trustee; Alice Williamson, Trustee.

The Fort St. John Unit elected officers for 1982 are: Alberta Dolov, Chairperson; Connie Haldor, Vice-Chairperson; Jane Wold, Secretary; Helen Finchland, Trustee; Cy Sparks, Trustee; Adeline Kelly, Trustee; Frances Richer, Trustee; Joan Weylick, Trustee; Melissa Stepko, Trustee.

The Golden Unit elected officers for 1982 are: Mary Barr- nas, Chairperson; Lillian Widdos, Vice-Chairperson; Audrey Lucas, Secretary-Treasurer; Mervyn Black, Secretary; Trudeau; Alberta Gra- mahan, Trustee; Gordon Fish, Trustee; Inga Jonassen, Trustee; Ron Morgan, Trustee; Anna Nikula, Trustee; Mary Jurich, Conductor; Ramona Mcllwain, Conductor; Hilda Shaughnessy, Conductor.

The New Vista Unit elected officers for 1982 are: Eva Vol- ingen, Chairperson; Lily Rog- er, Vice-Chairperson; Shirley Baker, Secretary-Treasurer; Mandy Powes, Trustee; Cindy O'Grady, Trustee; Cherry Garnet, Trustee; Dorothy Leclaire, Trustee; Francoise Martin, Trustee; Alia Nikula, Conductor; Mary Clancy, Conductor.

The Port Alberni River Unit elected officers for 1982 are: Darlene Wilson, Chairperson; Marlene Hinde, Vice-Chairperson; Assistant Secretary-Treasurer; Alyson Keels, Assistant-Secretary; Rose Anne Gourley, Secretary-Treasurer; Pharonie, Trustee; Darlene Wil- son, Trustee; Elenea Merle, Assistant-Conductor & Warden.

The Chilliwack Unit elected officers for 1982 are: Bill Mac- donald, Chairperson; Vorn Johnstone, Vice-Chairperson; Carole Schuttles, Secretary- Treasurer; Ilaria Alway, Assistant- Secretary; Wayne Addington, Secretary; Lorraine Russell, Trustee; Lorraine Rapp, Trustee; Robert Morrison, Assistant-Conductor; Richard Siemens, Warden.

The Parkhold Lodge elected officers for 1984 are: The Merv Swan Valley Lodge; Jeanette Kokoloff, Chairperson; Vice-Chairperson; Dorothy Seward, Secretary; Secretary-Treasurer; Gladys De- wards, Trustee; Maureen Bul- lie, Trustee; Margaret Ross, Trustee; Mildred Martin, Con- ductor; Beverly Hamilton, Warden.

The Cranbrook Unit elected officers for 1982 are: Elisa Breda, Chairperson; Judith Schurack, Secretary-Treasurer; The Comox Lake Unit elected officers for 1984 are: Kaye Durr, Chairperson; Chairperson; Shirley Stanley, Secretary-Treasurer; Mervis LaFrance, Trustee; Thelma Bateman, Trustee; Betty Bird, Trustee; Ruth MacDougall, Trustee; Kaye Fuller, Trustee; Nancy Asdey, Trustee.

The Revelstoke Unit elected officers for 1982 are: Barbara Schneider, Chairperson; Francine Ross, Vice-Chairperson; Bev Scheep, Secretary; Kathy Moore, Secretary; Vivian, Trustee; Fevy Brown, Trustee; Mary Anne Kilby, Trustee; Betty Purcell, Conduc- tor; Jo Thomson, Warden.

The Lillooet Unit elected officers for 1982 are: Dalton Donaldson, Chairperson; Maxine Tru- pear, Chairperson; Pearl Bright, Secretary- Treasurer; The Hospital Guardian, March, 1982/Page 3
To hear HEU member's case
Ombudsman Takes Three Years

Provincial Ombudsmen Karl Friedmann has advised HEU that a complaint filed on behalf of a New Nic House member falls outside of the Ombudsman's jurisdiction.

Nestor Bodnaruk, an HEU member at the Nic House health care facility in Vernon, had his hours reduced in 1978 by the facility's management. Friedmann took nearly three years to eventually make a decision on the case of HEU member Nestor "Jack" Bodnaruk.

"It's really sickening because Jack had been at least on a year on reduced time," Nic House Unit Chairperson Joan Hailer told The Guardian in a recent interview.

"I think the whole situation stinks. Jack has gone through all this because of someone else's mistake," said Hailer.

Bodnaruk is employed at Nic House however his hours are divided between cleaner and housekeeping side duties. HEU grieved the matter and stated that the loss in hours from 7.5 hours a day to 4 hours per day resulted in Bodnaruk suffering financial loss. It was alleged in an industry troubleshooter hearing that the problem occurred because no budget had been approved by the Long Term Care Adminis- trator when Nic House hired its staff and furthermore that those hired on the basis of guidelines provided under the Long Term Care Program - guidelines that were either out of date or applicable to another type of facility.

Friedmann concluded that the Jubilee Home Society, which operates Nic House, does not fall into his jurisdiction under the provisions of the Ombudsman Act.

"...although funded from government sources, (the Jubi- lee Society) has the independ- ence to make its own decisions and has to be responsible for the decisions it made," said Friedmann in a letter to Industry Troubleshooter Dalton Larson.

Although Friedmann did state that it could not be deter- mined whether Nic House had indeed been provided with any guidelines when it decided to hire Bodnaruk, he did say this:

"However, Mr. G. Wellwood, Administrator, Long Term Care, on Sept. 21, 1978, wrote to Mr. (Robert) Ferguson, Admin- istrator for the Vernon Jubilee Hospital and for Nic House. His letter contained the following statement: "I again repeat my earlier caution that commit- ments to hire the full budgeted Staff will be jeopardized/under- taken until you have confirmed the per diem which will be set for Nic House."

"Nestor, Nic House, according to that letter, should have been aware that it was to be provided on a per diem basis for actual resident days, he added.

"We have been advised that Bodnaruk's loss of income was not attributable, according to the evidence presented, to any- thing the Ministry of Health may have done or may have emi- litted to do."

Although the matter was brought to the Ombudsman in 1978, it was not until November of last year that Friedmann made his decision on the matter.

Free Parking To Continue At Shaughnessy Hospital

In a unanimous decision, an arbitration board has found that it is "practicable" for Shaughnessy Hospital to continue to provide free parking for HEU members working at the Vancouver hospital.

The board, chaired by referee arbitrator Hugh Lad- ner, found that the Union's grievance in the matter of free parking at the hospital must succeed.

"It is our (the arbitration board's) opinion that it is practicable for the Employer to provide the employees in the Union's bargaining unit with parking passes thereby entit- ling them to site-wide parking," said board chairman Ladner. "...It has not been demonstrated that the cost of provid- ing those passes exceeds the past and current cost of free parking to such an extent that it is impracticable to provide such passes," he added.

HEU members who are losing their jobs are asked to obtain an Honourable Withdrawal Card application from their shop steward and mail the application to the HEU Financial Secretary at the Provincial Office.

Withdrawal Card

HeU members who are leaving their jobs are asked to obtain an Honourable Withdrawal Card application from their shop steward and mail the application to the HEU Financial Secretary at the Provincial Office.

HeU members who leave their jobs and fill out the application do not have to pay a $10 union initiation fee at the time they leave the organization. They should decide to work at a hospital again.

Once the application is mailed to HEU Financial Secretary Mauricio Smith, a plastic Honourable Withdrawal Card will be mailed out. The application must be mailed within 90 days after the last day of employment.

The application is presented to you, by your next Employer should you decide to work in the future at a B.C. health care facility where HEU is a certified bargaining agent. Please do not send in your Union card — get an Honourable Withdrawal Card applica- tion from your shop steward and mail it to: Hospital Employees' Union (Local 189) 60 Financial Society 5986 West 12th Avenue Vancouver, B.C. VIK 2N5

Politicians Available For Meetings

Two New Democratic Party provincial candidates have visited HEU members that they are available as speakers and/or listeners at HEU Unit meetings.

Jean Swan, an HEU staff Research Analyst and Gerry Scott, candidates in Vancouver Little Mountain, have been encouraged to invite political candidates from all parties. "That is one way HEU members will get to know which politicians care enough to express and defend their policies at unit meetings and to stand on the concerns of HEU members," says HEU Secretary-Bar- ris Business Manager Jack Gerow.

"Politicians are responsible to a larger public for multiplier prices for food, clothing, shelter, transportation, and other issues that affect HEU members," he said.

Vancouver Little Mountain people trying to contact Jean Swan or Gerry Scott can call 253-5522.

HEU operates offices in Vancouver, Victoria, Kelowna and Prince George. At the moment, there are 46 employees working at 24 facilities throughout the province — many of them former health care workers just like you.

When vacancies for secretaries, research staff, servicing representatives or other jobs occur, HEU tries to fill the position with applicants from the 25,000 members in the Unit (after staff applications are considered).

If you are interested in working for HEU, please submit a resume detailing your employment history as well as a brief summary of your educational and personal background. Indicate your field of interest when submitting your resume.

Wages and benefits are covered by a collective agreement.

The deadline for applications is April 2, 1982. Send your resume to: J. D. Gerow HEU Local 180 2286 W. 12th Ave. V6K 2N5

Mark your envelope "Confidential".

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On Vancouver Island

HEU’s Glacier View and Bevan Lodge Units

Lil Voian displays her freshly-baked rolls at Glacier View Lodge.

Glacier View Unit member Donna Robertson assists a resident.

Bevan Lodge Unit member Ingrid Ledoux assists residents with their woodworking skills.

Evelyn Park is a Bevan Lodge activity aide.

Shirley Marlindale prepares supper for Glacier View residents.

Peggy Foster works in the kitchen at the Comox facility.

Susan Bunn is an activities coordinator at Bevan Lodge.

Nancy Walowina works as an activity aide in Courtenay.

Bvr Quiley is a clerical employee at Bevan Lodge.
HEU Members At Cumberland Diagnostic Treatment Centre

In the event of strike

HSA Position On HEU Members’ Work

The Health Sciences Association’s executive council has decided that HSA members will not perform the duties of HEU members in the event of a strike by HEU.

"All duties must only be carried out by HEU personnel. If it is essential that any HEU duties be carried out, however little time it takes to complete them, an HEU member must be called in to do them," said a December news release from the association.

The release also stated to the association’s members that if there is confusion over separation between HEU and HSA tasks, an Industrial Relations Officer from the B.C. Labour Relations Board will rule on the question of responsibility.

HSA’s executive council added that neither all HSA members will work or none will work if HEU members go out on strike.

"If there are any attempts to lay off members because of cutbacks in service which may accompany an HEU strike, all services provided to those affected institutions by HSA members will be withdrawn," said the association’s ruling body.

Did you know...

Special leave credits may be used for the following purposes:
1. Maternity Leave — five (5) days.
2. Maternity Leave — one (1) day.
3. Serious household or domestic emergency including illness in the immediate family of an employee, and when no one at the employer’s home other than the employee can provide for the care of the ill immediate family member — up to two (2) days at one time.
4. Leave on one (1) day may be added to three (3) days’ compassionate leave.
5. Leave of three (3) days may be taken for travel associated with compassionate leave.

Article VII Section 7
Pages 32 and 33
HEU Members On The Job

Says Shaughnessy Unit Chairperson

Getting Involved Runs In The Wall Family

Involvement in Unions runs in Jim Wall's family so it came as no surprise to him that he actively started getting involved within his HEU Unit about five years ago.

"Jim is the present Chairperson from 1990 to 1995, a representative of the Shaughnessy Unit and to hear him talk, unionism is something that runs in his family," Wall told The Guardian in a February interview.

He has been an HEU member at the Shaughnessy Hospital in Vancouver for 16 years, having worked as an orderly before moving over to the maintenance department about two years ago.

In the storas section of the maintenance department, Jim is responsible, along with other HEU members working there, with the ordering and receiving of supplies for the department.

"We take pride in delivering to the buyer. We also distribute the stock to traded items whenever there is a need."

There is about $4 million in goods that is handled in this department.

"We also keep things like nuts, bolts, plumbing supplies, print and sheet metal here."

He retired from Shaughnessy, a small piece called Dunlaoghaire, outside of Dublin, "The tower that (is called) "James Joyce once lived in, is still standing in Dunlaoghaire."

His family moved to Vancouver in 1954 when he was 10 years old and he has lived in east Vancouver up until a few years ago when he and the family moved to Burnaby.

As a single man he has more free time during the day than the average person with family responsibilities and he is so active nearly every hour of each day and involved with one activity or another.

Wall is a Vice-President of the Nordic Ski Club — "If you’ve ever seen us ski you’ll know why we’re called that."

The crest colours are black and blue.

He is also a director of the Industrial First Aid Attendants Association. "You know when you might run into an emergency and you have to help someone out."

There is another interest in Jim’s life, an interest that he has pursued with passion for about 20 years — a tape collection of old radio programs.

The list of activities and duties is long, and Wall said that the position "fits the classification Clark 6."

Letters

Sorrento Seniors Speak Out

(The following letter was originally sent to NPD MLA Shuswap-Revelstoke Bill King.)

Dear Mr. King,

Our club (A.O.P. Branch 123 Nutch Hill) agree with the Hospital Employes' Union with regards to long-term care in British Columbia.

We do not support care for our citizens who are in need of this type of care.

Yours truly,

Edna Bernard Sorrento, B.C.

Surrey Seniors Condemn Deterioration of Care

(Edited Letter: The following letter was sent to NPD MLA Ernie Hall Feb. 4.)

Dear Sir:

Senior citizens have frequently expressed concern regarding the deterioration in facilities for the care of the aged and infirm, and Newton Branch #53 go on record as being supportive of the criticisms and recommendations outlined in the HEU report.

Since this report was issued, government has indicated further cutbacks may be imminent, and this at a time when the politicians dip again into the public purse to increase their already inflated salaries. Gladys Lilid Rider (Mrs.) Newton OAPO 463

Williams Lake Agrees

(Edited Letter: The following letter was sent to Health Minister Jim Nielsen.)

Dear Mr. Nielsen:

We, as members of a branch of the senior citizens association of B.C., are concerned about the long-term care facilities for seniors. We are also concerned in the cutbacks of the home care and homemakers programs.

We have had the good fortune of hearing the HEU report on long term care and the terms of their demands for better care and safety of these patients as well as the need for more of these facilities.

We seniors urge you to consider these demands very carefully as we believe they are urgently needed and we are behind the HEU in these matters.

Eilf Nienola Sec. Br. 32 SCA of B.C.