By HEU membership

**Strong Mandate Given For Strike Action**

At Guardian press time, 49 units around the province had taken government-supervised strike votes and given HEU’s Provincial Bargaining Committee a strong mandate to take strike action unless HRRA changes its stance at the bargaining table.

The Provincial Bargaining Committee, after studying HRRA’s contract demands, sought the strike votes for a number of reasons.

The strike votes were vital because of the need to have classification completed. And by completing the HEU made it clear that meant unclassified rates determined, in the process of being implemented and some new rates in the hands of the membership.

HRRA does not agree to HEU’s demand of classification being completed prior to settlement of the 35 agreement.

Income security is a second reason why the membership was asked to give a mandate on strike action. HRRA’s response to HEU’s demand of a $3 per hour wage increase over a one-year contract and a cost-of-living clause was to offer 80 cents per hour in the first year and $1.15 for a 16-month period after that. HRRA also refused to include any COLA or reopener clause.

Inflation is rising twice as fast as what the HRRA offer amounted to. Based on the practical nurse/ orderly rate of pay (the weighted average), the 80 cents proposal amounted to LESS than an 8 per cent rise.

HEU is also seeking equal pay for work of equal value and that means a non-discriminatory wage rate based on the male cleaner rate. HRRA has not bothered to make an offer to HEU on the issue of equal pay.

Patient security is another HEU proposal that has been callously ignored by HRRA. In fact, HRRA called the proposal “radical” and said that it didn’t belong on the bargaining table. “We won’t be dictated to by a labour union ... only management knows the true needs of patients ... an infringement of management rights” were some of the ways HRRA described the patient security demand. HRRA is obviously more interested in management rights than in patient rights.

HRRA’s numerous and outrageous rollback demands are another important reason why strike votes were needed. HEU’s Provincial Bargaining Committee, after studying HRRA’s rollback demands and with the authority of the Provincial Executive, served notice on HRRA, the Labour Relations Board and the Minister of Labour Jean Heinrich that it was going to the membership.

HEU informed the HRRA, the LRB and Heinrich November 19 that it would be taking government-supervised strike votes under the Labour Code from November 30 to December 10.

(heu unions that have at Guardian press time conducted their strike votes, all of which gave the bargaining committee a clear mandate, are listed on this page.)

**Units That Have Conducted Strike Votes**

- Golden
- Fort Nelson
- Vernon Jubilee
- Burns Lake
- Kimberley
- Royal Columbian
- Nanaimo
- Royal Jubilee
- Sargent
- Chilliwack
- Chilliwack Engineers
- Revelstoke
- Sechelt
- Holy Family
- Cranbrook
- Nelson
- Terrace
- Hope
- Ladysmith
- Victoria General
- Normandy
- Kaslo
- Williams Lake
- Hope
- Snagaheaux
- Queen’s Park
- Nakusp
- Fort St. John
- Surrey
- Fernie
- Toho

 Margaret Rose, a laundry aide at Queen’s Park Hospital, casts her strike vote ballot at a meeting November 30.
HLRA In The Corner

HLRA’s Peter McAllister was quoted in November in a Vancouver newspaper as saying: “The union (HEU) has made public pronouncements on the importance of winning its demands. In my view, they may have painted themselves into a corner.”

Well, we wonder who has painted themselves into a corner now that the HEU strike vote results are coming in from around the province.

HEU has maintained from the outset of negotiations that it was prepared to sit down at the bargaining table and negotiate its proposals but after seeing the HLRA rollback demands, it's HLRA that has painted itself into a corner and the mess they are now in.

HEU members from as far north as Fort Nelson, from the Kootenays, from Vancouver Island, from the Lower Mainland, from the Fraser Valley and from the Okanagan are enraged by the HLRA rollbacks as well as by HLRA’s so-called “monetary offer” December 1.

HLRA offered 80¢ per hour over a one-year agreement and $1.15 over the next 15 months. In other words, a less than 8 per cent wage average annual increase at a time when the cost-of-living is rapidly rising at least twice that rate.

HLRA must either have been cruel or naive to expect HEU members would willingly suffer that sort of drop in their standard of living.

And McAllister, who has yet to appear at the bargaining table, has called HEU’s $3 per hour general wage increase demand over one year a 73.7 per cent increase.

We don’t know where he is getting his figures but after looking at the numbers, he must be using an elastic calculator.

HEU members were insulted by the HLRA offer that was tabled December 1 and the strike votes that have been coming in since November 30 reflect the anger of our members.

HLRA has also ignored equal pay for work of equal value as well as the HEU patient security proposal. Furthermore, HLRA does not agree to HEU’s position that classification be completed prior to the ’82 agreement being signed.

We think it is HLRA that has painted itself into the corner with its contract demands and it now faces the insurmountable task of having to walk through the united and militant HEU membership in order to get out.
Sick Leave Rollbacks Many In Number

The following is a summary of the HLRA sick leave demand and constitutes a number of rollbacks including:
- no sick leave at all
- no cash pay-out of sick leave credits upon retirement
- only 75% coverage under most circumstances.

Short Term Illness and Injury Plan

Eligibility: Full-time employees shall be covered by the Short Term Illness and Injury Plan upon completion of six (6) months of service with the employer.

Regular employees with less than six (6) months of service who are unable to work because of illness or injury are entitled to sick leave after six (6) days' coverage at full pay in any one calendar year.

Regular employees with less than 15 (15) months but less than six (6) months of service will be entitled to fifteen (15) weeks (75 work days) of coverage, consisting of the above six (6) days, or what remains of the six (6) days' entitlement, at full pay, and the remainder of the fifteen (15) weeks at two-thirds of pay, not to exceed a maximum weekly benefit of $215.00 effective the signing date or, on the UIC maximum weekly sickness benefit, whichever is greater.

Withholding the above, where a regular employee is on a claim recognized by the Workers' Compensation Board while the employee was on the employer's business, the employee shall be entitled to leave his/her regular rate of pay up to a maximum of 130 days for any one claim in lieu of benefits as in such cases the compensation payable by the Workers' Compensation Board shall be reimbursed to the employer.

PERMANENT SHORT-TIME PLAN

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. In any one calendar year, the first six (6) work days of absence from work due to sickness or injury will be paid at 100 per cent of pay.

Employees who exhaust all or part of their six (6) work days entitlement at 100 per cent of pay in a calendar year will have it reinstated in the following calendar year upon return to work.

Employees who have accumulated sick leave credits from entitlements with previous employers or under the old sick leave plan will have their accumulated sick leave credits transferred to their 75 per cent of pay benefit under the new plan by using 25 percent of a day's accumulation under the old sick leave plan for each day of absence under the new plan. The 7.5 per cent benefit shall not be supplemented by the use of any other leave entitlement.

CERTIFICATE OF INABILITY TO WORK

The employer may require an employee who is unable to work because of illness or injury to provide a statement from:
(a) a medical practitioner qualified to practice in the province of B.C.
(b) where necessary, from a medical practitioner licensed to practice in the province of Alberta or the Yukon, or
(c) the consulting physician to whom the employee is referred by the medical practitioner in (a) or (b) above, providing, on the UIC maximum leave's inability to work in any of the following circumstances:
1. where it appears that a pattern of consistent or frequent absence from work is developing;
2. where the employee has been absent for six (8) consecutive scheduled days of work;
3. where at least thirty (30) days have elapsed since the last statement was obtained and the employee has been in receipt of benefits throughout that period.

Section 8 - Benefits not paid during certain periods

Benefits will not be paid if the employee is:
(a) receiving designated paid holiday pay;
(b) receiving unemployment or occupation for wage or profit;
(c) on strike or locked out unless the strike or lock-out occurred after the illness or injury resulting in the employee being absent;
(d) serving a prison sentence;
(e) on suspension without pay;

Section 9 - UIC Premiums

The parties agree that the complete premium reduction from the unemployment insurance commission accruing through the improved illness and injury plan will be returned to the employer.

HEU's Provincial Bargaining Committee met with HLRA December 8 for an initial pay- merit negotiations.

In addition to the classification dispute and HEU's 1982 demands, the Provincial Bargaining Committee will be out to remove HLRA's many role-back demands, including the ones listed below:

Sick Leave

HLRA is demanding the deletion of the sick leave provision presently enjoyed by HEU members under the Master Agreement.

Cash Pay-Out of Unused Sick Leave Credits

Upon retirement under the present Master Agreement, regular full-time and part-time employees are paid not only a severance allowance but also a cash pay-out of sick leave credits. The cash pay-out of unused sick leave credits is the equivalent to 40 per cent of unused sick leave credits calculated at the employee's rate of pay at the time of retirement.

HEU wants to eliminate this cash pay-out. The maximum entitlement is 8.4 days at the employee's rate of pay in addition to the retirement benefit.

Injury On Duty Leave

Under existing provisions of the Master Agreement, HEU members are paid 100 per cent of wages when they are injured on duty and covered by WC.

Under the HEU demand, HEU members will receive a maximum of only 80 per cent of wages for the days they are injured on the job. This is at least a 15 per cent rollback in wages. HEU is saying they get paid 80 per cent of the job. They want it 100 per cent.

Section 10 - Compensable Injury Protection

This matter is one of the most critical and contentious demands put on the bargaining table in the history of HEU-HEU negotiations.
Unprecedented Workload Faced Delegates

The delegates to the Eighth Provincial Wage Policy Conference in Vernon October 1 and 2, which included two night sessions, faced an unprecedented workload. Of 702 Resolutions at the conference the delegates disposed of 618 Resolutions. The balance, 83 resolutions, was referred to the Provincial Bargaining Committee.

HEU's bargaining committee members are: Alice Jones, Maple Ridge; Illil MacDonald, Chilliwack; Gwen Parthe, Vancouver General; Dennis Jeffrey, Pentiction; Mary Koran, Fernie; Gordon Moogher, Vancouver General; Bob McCartney, HEU Director of Technical Services; Lee Whyte, HEU Assistant Secretary-Business Manager; and Jack Gerow HEU Secretary-Business Manager.

The Provincial Bargaining Committee has dealt with the balance as follows:

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Reached on relocation

Memorandum Of Understanding

A memorandum of understanding has been reached between HEU and an Employers' committee, regarding the relocation of HEU members now working at Children's, Grace, Shuswapness and Vancouver General Hospitals.

HEU has been negotiating since 1979 with the hospitals and HURA on the relocation of the employees to a new hospital site in Vancouver. The stumbling block in the negotiations was primarily the effect such a transfer would have on an employee's seniority.

The memorandum of understanding states that "eligibility employees will retain seniority and benefits."

A Labour Relations Board order in July said that there would be a downticking of seniority for those employees who were transferred. The LRB also declared that "with respect to the transfer of services from Vancouver General Hospital to Children's Hospital, Children's Hospital shall convert projected registered nurse positions into licensed practical nurse positions up to a maximum of twenty-five (25)."

Further, with respect to transfer of services from Vancouver to Grace, Grace shall likewise convert projected registered nurse positions into licensed practical nurse positions up to a maximum of ten (10).

The transfer agreement also includes a provision that hours of work and days off will be selected by employees in order of melded seniority prior to their relocation and transfer.

The new agreement comes about as a result of the relocation of the old Children's and Grace Hospital and the transfer of two departments of Vancouver General Hospital to the new hospital site at 4500 Oak St.

Those who took part in the negotiations on behalf of HEU were: Jim Wadd, Shuswapness Unit; Tara Pendlebury, Grand Unit; Enon Aldridge, Children's Unit; Gordon Meagher, Vancouver General Unit; Bill Third, HEU staff representative; Henry Perkin, HEU senior staff representative; Lee Whyte, HEU Assistant Secretary-Business Manager.

Chilliwack Unit member Esther Reitzer retired in September after 17 years of duty at Chilliwack General as a licensed practical nurse. Esther, shown here with Unit Executive member Vern Jones, was presented with a number of gifts at a Unit meeting in October.

Unit photo

The Hospital Guardian, December, 1981/Page 4
At B.C. Fed Rally

HEU 75-Member Delegation

HEU was represented by a 75-member delegation at a rally November 29 organized by the B.C. Federation of Labour to protest the high interest and mortgage rates currently being charged by Canadian banks.

HEU Secretary—Business Manager Jack Gerow drew a five-minute standing ovation from the crowd of over 1,000 trade unionists when he called for the nationalization of Canadian banks.

"The banks can no longer be trusted to be good citizens. They must be put out of business," said Gerow, during his address to the gathering.

The rally, held on the eve of the annual B.C. Federation of Labour convention, drew a cross-section of labour organizations, including several not affiliated to the federation like HEU.

HEU's 75-strong delegation to the rally included members of the Provincial Executive.

Gordon Maguire, 1st Vice-President, called the nationalization of the banks a "good idea."

"It certainly was the high point of the rally. I think nationalization might help the average family a little more," said Maguire.

Dennis Jefferies, 2nd Vice-President, termed it "a superb rally."

Questionnaires in Mall

The HEU's questionnaires on occupational health and safety are now in the mail.

HEU members can get their questionnaires from Unit officers at their place of work.

HEU is distributing the questionnaires to all Units to gather information on work-related injuries to back up its Master Agreement demands on occupational health and safety.

HEU members are urged to fill in and complete the questionnaires as soon as possible and return the information to the HEU office.

Rape Relief

A woman is raped every 17 minutes in Canada. One in four will be raped sometime in her lifetime.

The high incidence of violence against women in this society is no accident. Although the average age of the attacker is 21, the vulnerability to the attacker is much closer to home. About 75 per cent of women are attacked by men they know and 54 per cent of wives are battered by their husbands.

Rape Relief is a Vancouver area group that is presently raising money for the renovation and creation of a shelter for battered women.

For more information, greatest of all Vancouver HEU members are invited to call Rape Relief at 972-8212.

Business Association Condemns High Rates

One of the key addresses at the B.C. Federation of Labour rally November 29 was delivered by Len Friessen, President of the Community Business and Professional Association of Canada.

Friessen told the crowd that his association was "very proud to associate ourselves with labour on this issue of high interest rates."

He also added that the business- man's biggest concern was "the working person having no money to spend."

Unfortunately, because houses here cost at least twice the national average, the B.C. government can only buy twice as much in interest. The province has twice the problem. Not only have we got the Trudeau Act, but only B.C. has (Premier Bill) Bennett's act.

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Regarding Crofton Manor

HEU Brief to Vancouver Council

HEU presented a brief to Vancouver City Council in November to oppose the application by Skalabina Enterprises Ltd. to convert Crofton Manor to strata title. The brief outlined concerns that the owners of the new owners do not give the Union assurances that quality care and services will be provided to the residents of the Vancouver health care facility.

One month after Skalabina Enterprises Ltd. purchased Crofton Manor, all HEU Grad Nurse and Nurse Aides were terminated and replaced by a contracted agency. The nursing care which the residents in the rent will have to be provided by the agency.

The brief also explained that residents will have to contract out their own nursing services after January 1982. HEU took the position that there is a surplus of condominiums and townhouses on the real estate market and there is a very limited amount of rental housing for the elderly who require special care or special facilities.

The community's interests will best be served by maintaining Crofton Manor as a rental facility providing nursing care.

HEU added that it would not be in the best interests of elderly residents to convert to strata title since these residents require special housing and services provided by nursing care.

"The applicant does not have an overwhelming majority of residents in favour of stratafication," said the brief.

Another issue raised by HEU was the matter of security of tenure.

"Security of tenure is a big issue here — especially if I am dealing with the elderly," the letter continued. "This often goes unnoticed by the elderly when they worry about their accommodation and being evicted."

"The Union is, on principle, very concerned that a residence for retired people is being ripped off by Skalabina Enterprises Ltd. who intend to make a profit of at least $10 million in order absolutely nothing to improve the quality or quantity of accommodation."

"Separate and apart from social issues, we have employee security to consider. The Union has gone from 87 members in February to 34 in November. Job security for our members is also at stake in the stratafication application," said the brief.

The brief was presented to city council by HEU research and servicing representative Sharon Lavine.

Queen's Park Benefit For Greta

Queen's Park Hospital staff raised over $1,000 for Unit Guardian Theresa Niven's sick daughter Greta.

Greta, an HEU member at the hospital for nearly four years, had been told she had cancer earlier this year and worked hard to keep her job.

"She really was a special person who never complained," said Gary Niven, her husband.

"We were overwhelmed at the unsacricalness of it and in her words -- the great genorosity of her brothers and sisters," said Theresa Niven.

"As always, Greta never complained. All we miss her very much at the hospital. There aren't many people around like her."

Riggans of World Not Wanted

Riggans, a Vice-President with Noranda Mines (a Canadian company), was quoted in an American newspaper in October as saying in additions the government should stop publishing consumer index reports.

What was Mr. Riggans's reason for having the federal government cease the practice of letting the public in on the up-to-date rate of inflation. The answer won't get Mr. Riggans any medals from working people. He says the consumer price index creates "discontent and tension" among employees and causes them to ask for more money.

The Queen's Park Unit members Ken Taylor (left) and Brenda Phillips dance up a storm at a benefit dance held November 20th to help raise money for HEU member Greta Little. Greta worked at Queen's Park Hospital for nearly four years before leaving work this summer when she learned she had cancer. - Unit photo
On long-term care study

Special Mini-Guardian Distributed

A special edition of The Guardian dealing with HEU's long-term care study was sent to HEU Units in December. That issue of The Guardian, printed in the 4 inch x 6 inch format, outlined HEU's position on long-term care in British Columbia as well as putting forth several recommendations that would improve the quality of health care in the province.

HEU delegates at the Eighth Provincial Wage Policy Conference in Vernon in October included a patient security clause among their list of demands.

HEU's Provincial Bargaining Committee has made the patient security clause one of the key demands during Master Agreement negotiations with the Health Labour Relations Association.

Since the HEU report was released earlier this year, the Union has forwarded its recommendations to the government and has met with government officials to discuss them.

Instead of implementing the HEU recommendations, the government has chosen to ignore them even though the Minister of Health and his government's own separate report agrees substantially with HEU's findings.

The Mini-Guardian will help explain why Union members have to "stand up for patients," as one HEU member put it, not only in long-term care but in acute care as well.

HEU members at an acute care hospital might wonder how they might be affected by the long-term care study.

There are 88 acute care hospitals throughout the province that have not only acute care patients but long-term care patients in extended care.

For this reason the recommendations HEU made in its study, which are summarized in the Mini-Guardian, are important to all HEU members who are now negotiating for patient security provisions under their collective agreements.

The HEU patient security contract proposal includes the following provisions:
- monthly fine drills and good fire safety training for all staff;
- staff-to-patient ratios which are high enough to guarantee quality maintenance or rehabilitative care for all patients;
- full compliance with all government regulations on quality of care;
- worker representatives, elected by the Unit, to accompany all government or accreditation inspectors;
- good orientation and regular in-service training programs for all staff;
- drugs to be handled only by properly-trained staff;
- sufficient and appropriate supplies to be available and in good repair.

Non-provincial Conference Resolutions

The following are some of the resolutions that were dealt with by the Wage Policy Conference for non-provincial bargaining that was held November 4 and 5 in Vancouver:
- a time limit of 30 days be included in all collective agreements for the payment of retro-active monies;
- 100 per cent paid maternity leave to cover 18-week period, 75 per cent to be paid by UIC and 25 per cent by the Employer;
- at least two weeks orientation and education programs for all employees as it relates to patient security;
- agreements should provide protection against sexual harassment in the working environment;
- Employer shall provide security for residents and staff during the evening and night shifts;
- the present Standard Agreement be dropped and the HEU Master Agreement be adopted for all employees;
- the Employer shall furnish proper job specifications for all positions to allow some form of standardization for wage comparisons (legit way to pay equit work);
- a 35-hour work week with a banking provision of whole days off the job;
- contract to be amended to state that maternity uniforms shall be provided.

Minutes of the conference will be mailed in the new year to all delegates who attended the conference. HEU members should approach their delegate for further details on the resolutions dealt with at the November conference.

The highlights... LONG TERM CARE IN BRITISH COLUMBIA the union members' perspective

Did you know ...

- Employees shall be scheduled off from work, exclusive of annual vacations, a minimum of one hundred fifteen (115) days per year (two (2) days per week plus a minimum of ten (10) statutory holidays).
- If at the end of a year (36 weeks dating from an employee's first scheduled shift in January), an employee has not had a minimum of one hundred fifteen (115) days off, she/he will be paid extra at double time rates for each day by which her/his total number of days off falls short of one hundred fifteen (115), except that she/he shall not again be paid for any day for which she/he was paid at the rate of double time under Article VIII, Section 7 or Article IX, Section 1, Paragraph 7.

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Five members take part

Union places ads in media

Five HEU members took part in Union-sponsored radio advertisements aired throughout the province in October, November and December. HEU has also placed television and newspaper ads in the media to inform the public about HEU. The work performed by HEU members and why HEU has included equal pay for work of equal value and patient security among its contract proposals to HCLA. The HEU members (pictured on this page) whose voices were used in the ads are Gordon Tilley, Royal Columbian Hospital; Kathy Robie, Delta Hospital; Annette Wilkins, Royal Columbian Hospital; Isabel Anderson-O’Brien, Sunny Hill Hospital; and Phil MacLeod, Queens Park Hospital.

Federal budget to cut take-home pay

The federal budget handed down November 13 by Finance Minister Allan MacEachen will be a disaster to HEU members and to the patients they care for, says HEU Secretary Business Manager Dick Gore.

"Ottawa's intention to drastically cut back the amount of money going to the provinces for health care will only serve to reduce the number of beds in the province. And as any person already recognizes, the number of available beds reach- ed dangerously low levels some time ago," Gore said.

"MacEachen said his intention was to show restraint, but he certainly doesn't appear to be showing any restraint in areas much less essential to the well-being of our nation than health care.

The budget begins a massive overhaul of federal-provincial cost-sharing arrangements and a tightening of the personal tax system, which however will offer little benefit to lower and middle-income Canadians. For the average family of four, there is little known things in the budget like the taxing of employer medical and dental plans that will decrease the take-home pay of HEU mem-

Elaboration of the general tax averaging provision is a direct attack on working couples, which constitute the majority of HEU members. If an HEU member is now not working in order to raise a family decided to return to work, she would not be able to average her pay back over the years she did not work to reduce her rate of tax.

"What the budget should have done is reduce the interest rates that are preventing people from buying homes and little relief is coming in that area as far as I can see," said Gore.

Fourteen HEU members from around the province recently completed the extension course in food service supervision that was held by the Canadian Hospital Association in Ottawa this summer. The HEU members in this photograph are: Nick Albanez, St. Paul’s Hospital; Janet Ambrosien, Yacula Lodge; Ruth Belsant, Ashcroft and District Hospital; Mabel Antonius, S. R. Sakak Memorial Hospital; Candace Davis, Victoria General; Dean Dinni, Queen’s Park Hospital; Juditza Geemen, Malaspina Lodge; Phyllis Gray, Ashcroft and District Hospital; Beverley Owen, Queen Victoria Hospital; Christian Peters, Juan De Fuca Hospital; Lorraine Tanoski, Kootenay Lake District Hospital; Leslie Turner, St. Paul’s Hospital; Leena Van Khougnett, Kootenay Victorian Hospital; Amy Ying-Fung Wong, Grace Hospital.

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Wrench Unit members at Wrench Memorial Hospital in Hazlethorpe gathered for food in November during a Unit meeting. The Unit is one of the more recent ones organized by HEU.

Mark Atkinson photo

Kathy Robie works in the extended care unit at Delta Hospital. Kathy is shown here talking to a resident at the extended care unit.

Gordon Tilley is a maintenance electrician at Royal Columbian Hospital. Gord told The Guardian he was honoured to be asked to do the HEU ads.

Annette Wilkins’ voice was also used on HEU radio ads. Annette is an HEU member at Royal Columbian Hospital in New Westminster.

Phil MacLeod, a Trustee on the Provincial Executive, is an employee in the maintenance department at Royal Columbian Hospital in New Westminster.

Sunny Hill Chairperson, Isabel Anderson-O’Brien (left) is shown here with Sunny Hill Unit Shop Steward Armanda Amas going over seniority lists for their Unit’s government-supervised strike vote.

Settlements average

The following information is derived from the wage settlement program conducted by the Program Service Branch of the B.C. Ministry of Labour. In the third quarter of 1981 there were 101 reported collective bargaining settlements which covered 97,040 employees in the province. The average annual increase negotiated in these settlements was 14.4% or $17.3 in terms of cents-per-hour. The 14.4% average annual increase is just slightly above the average registered for wage settlements in the previous quarter. In the second quarter of the year, the average annual increase (revised) was 14.3% or $1.66.
Photos on the job

HEU Members at Trail Regional Hospital

Six licensed practical nurses distributing lunch for extended care residents. From left: Karen Makortoff, Annis Tarasoff, Bev Minna, Marie Lesergent, Erna McCall and GEn Goldade.

Licensed practical nurse Maureen Flanagan tends to the needs of a patient.

HEU members in the laundry department, Sharon Johnson and Trudy Vandermeer.

Chuck Simmons, an electrician, correcting some faulty wires.

Blanche Boulin, a dietary aide, wheeling a tray of hot food.

Jeannette Lemieux and Maria Sandarin work in the CSSR area.

Roxe Esposito smiles during a break from her clerical duties.

Louise Neufeld, a dietary aide, taking dirty dishes into the kitchen.

Luigi Domenici gives the floor a good polishing.

Mike Enokson is a carpenter at the hospital.

Juliane Biagioli clears laundry from a machine in the laundry area.

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Wrench Unit members voted in favour of HEU

Employees at Wrench Memorial Hospital in Hazelton have voted nearly 90 per cent in favour of joining HEU. The employees of the northern acute care hospital voted 23 to 2 in support of HEU. The former Union, the International Union of Operating Engineers, Alex McCooy, a maintenance employee at the hospital for 30 plus eight years, told The Guardian the shift to HEU is a welcome one for the majority of the membership.

"It's been a while getting it, but we're glad we finally joined the Hospital Employees' Union. We know we'll get better benefits and servicing from HEU," said McCooy.

"With the other union, we never had a shop stewards or a proper grievance procedure. All we'd hear from them when there was a grievance was: 'We'll be up there in a month or so,'" he said. "But by the time they'd come up from Vancouver, the problem would have been buried and gone."

McCooy, who recently attended a HEU education seminar in Prince George, also noted the wages and benefits under HEU's Master Agreement would be an improvement.

"We should have left the engineers a long time ago, and there were a couple of close votes in the past. Now that we've gone to HEU everybody's happier for it."

A representation vote conducted at the hospital in 1997 resulted in a tie and the certification eventually remained despite an HEU appeal, with the Operating Engineers union.

The present certification includes all employees at the hospital except graduate nurses and para-medical professional groups.

The certification was granted to HEU by the Labour Relations Board in October.

Sechelt Unit Welcome

Sechelt Unit members were pleased to welcome HEU President Gordon MacPherson and HEU Financial Secretary Maurice Smith at a October meeting.

Brother MacPherson initiated 13 new members at the meeting, including several engineers and maintenance men who voted to leave the International Union of Operating Engineers and join HEU," said Unit spokesperson Phyllis Hedden.

"A welcome was also extended by the Unit to Bill Black, the daughter-in-law of deceased Secretary-Business Manager Bill Black, at the meeting," said Hedden.

Volunteers take away HEU jobs

An October photograph in the Central Okanagan Capital News in Kelowna mentioned a "critical need for conveners" at the Kelowna General Hospital.

The convenor would work with a candy-striper in the capacity of a volunteer at the hospital.

"If you have 30 or more volunteers, the hospital would be able to place the needs of hospital patients in jeopardy. Those B.C. citizens who are in a hospital to receive health care need for qualified health care services and HEU maintains these patients are entitled to nothing less than that."

Penticton retirement contribution

The Penticton Retirement Service Unit contributed $200 to Windermere Unit members during the strike at Windermere Central Park Lodge earlier this year.

"This contribution was not previously recorded in The Guardian."

Royal Inland Members Pass Service Milestones

Two HEU members at Royal Inland Hospital in Kamloops recently passed service milestones.

Kaz Kobayaski and Anne Hoshowski this year each reached their 20th year of service at the Kamloops hospital.

"chicken feed" wages

"Women" are frequently referred to as poultry. We cluck at hen parties. We aren't henpecking them, we are egging them on. In youth we egged each other on. Mothers watch their broods. Last time I looked, nobody's getting away with an empty nest syndrome. Is it just coincidence that so many women's wages are chicken feed?"

(Editors' Note: The above prose was found on a bulletin board at Chilliwack General Hospital.)

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Anne, a dietary aide, told The Guardian the years have passed by "too fast."

"I don't know where they went but all of sudden I have been here 25 years," she said. Anne has worked all those years in the dietary department. Kaz has worked in the accounting office for 18 of her 25 years and the others in admitting (switchboard), clinical pathology service and most recently in the lab office.

"Don't ask me where the years have gone. 1960 seems like it was just yesterday," Kaz told The Guardian.

"Things have changed over the years too. When I first started, we worked an eight hour, at a 7½ hour day, had only one 13 minute coffee break and few benefits. It's a lot different now," said Kaz.

Hoshowski remembers her first salary. "It was $135 per month and that didn't go very far then. Coffee in those days was paid for by monthly payroll deduction."

"He can't be doing too well, he's still making house calls."
HEU Retirees

HEU condemns welfare cutbacks

HEU has joined other community groups, churches, social service organizations, and unions in condemning welfare cutbacks which took effect November 1.

In a letter to Human Resources Minister Grace McCaffrey, HEU said the cutbacks will increase chances of "child abuse, malnutrition, and deprivation."

HEU said the Ministry's new regulations "denigrate the work of raising children by forcing mothers who are already employed in this capacity to seek outside paid employment."

"By changing the definition of 'employable' in welfare regulations, the government has effectively cut $10.00 to $25.00 per month from the already meagre income of thousands of single parents and others who have little chance of finding employment," said HEU.

"HEU added that employability depends on many factors beyond an individual's control. These include the unemployment rate, availability of child care, and minimum wage. Because jobs that are traditionally filled by women pay discriminatory rates, many women on welfare can't afford to work, HEU added.

"Advances made by Unions in attaining equal pay for work of equal value for women will eventually create real opportunity for women who want to work outside the home."

Withdrawal Cards

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.

Union members who leave their jobs and fail to fill out the application do not have to pay a $10 union initiation fee at a later date should they decide to work at a hospital again.

Once the application is mailed to HEU Financial Secretary Maurice Smith, a plastic Honourable Withdrawal Card will be mailed out. The application must be mailed within 60 days after the last day of employment.

Please do not send in your Union card — get an Honourable Card application from your shop steward and mail it to: Hospital Employees' Union 2281 West 12th Avenue, Vancouver, B.C. V6H 2H5 Attention: financial secretary.

Evelyn retires from Ashcroft Hospital

Evelyn Oliver, an HEU member at Ashcroft and District General Hospital for over three years, retired from active duty at the hospital in September.

Evelyn had been a cook in the hospital's dietary department. Unit Secretary-Treasurer Ruth Balski told The Guardian that Evelyn was very well liked by the staff at the Ashcroft hospital. "She had a good sense of humour and it's important to be able to laugh off your troubles, no matter what kind of work you do," said Balski.

Evelyn was treated to a dinner by her fellow workers in the kitchen as well as coffee party by the rest of the hospital staff on her last day of service at which time she was given several gifts.

Ashcroft Unit member Evelyn Oliver (right) retired in September from her duties as a cook at Ashcroft and District General Hospital. About to hand Evelyn one of the gifts she received at her retirement tea is Ashcroft Unit member Phyllis Gray who, too, is a cook at the hospital.

Port Alberni Unit members gathered for a recent Unit meeting at the Vancouver Island city. The members work at the West Coast General Hospital.

Cumberland Unit members Minnie Frame (left) and Mildred Hoffman at a recent Unit meeting in Cumberland, which is located on Vancouver Island. Minnie is the Unit Secretary-Treasurer and Mildred is the Unit Vice-Chairperson.

Now Fir Park Unit officers were sworn in at a recent Unit meeting in Port Alberni. Pictured here are (from left) Patty Hopkinson, Vice-Chairperson; Susan Ade, Chairperson; Frances Parent, Secretary-Treasurer. The Fir Park Unit's first contract was ratified this year.

Vancouver General Unit's social committee sponsored a boat cruise in September that, according to all reports, was a lot of fun for everyone who attended. Herb Scholz, chairman of the Unit's social committee and also a trustee on the Unit executive, said it was a "good time for everyone."

"The cruise took in the Indian Arm as well as North Sound. Everybody enjoyed the buffet supper and, of course, the bar service on board the 'Hollyburn,'" said Scholz, who is a charge cook at the hospital.
HEU Members On The Job

At Normandy Private Hospital

Adela Cares About The Residents

Adela Abel is proud of her work as an activity aide at the lodge at Normandy Private Hospital. Adela began working at Normandy in 1974 and says it gives her a great feeling to be able to enrich the residents’ day by organizing activities for the residents to do.

"I try to do my very best to keep them active and happy but I must say it is very easy to get enthusiastic with the seniors because they are very interesting persons," Adela told The Guardian.

"The thing that most people don’t realize about our seniors is that most of them have had very interesting lives and they have so much to tell about their lives. It is very sad when some don’t take the time to listen to them, as sometimes happens, because we can learn so very much from them."

Adela conducts exercises every day with the 46 elderly residents at Normandy, who range in age from 67 up to 103.

"We have them move every part of their body in lifting their legs, arms and heads and we do it to music. They really come alive once the music starts."

Some will tell you they don’t want to do it and usually I’ll ask a reluctant participant to come and watch. Then once the music starts up, that person will join in and have a ball.

Adela also has a daily reading session in which she reads from a newspaper to the gathered residents.

"It helps them to have happy news and avoid the more depressing stuff. It has been found that reading is so that the seniors can keep up with the times.

She said that the oldest residents at the lodge, a former sea captain, is an example of how the residents like to keep themselves active both in mind and body.

"Capt. Jones is an amazing person. He keeps himself in immaculate condition by singing. It’s amazing how alive they are when you consider their ages."

"When I see a new resident come in, I don’t think of him or her as a little old man or lady but rather as a person who has accomplished something, led a great life and is loved by her or his family."

Adela came to Canada as a teenager from London, England, and settled first in Victoria with her family. She and her husband, who have six children, then moved to Vancouver where they now reside.

"I still talk about how I was like 30 years ago. It was easier to bring up a family. With inflation being so much a part of our lives today, young people have it much more difficult than we had it then."

"That’s why the recent wage increase (Normandy Unit members are now covered by HEU’s Master Agreement) is so important to our younger staff members here. You need more money today to raise a family."

Other activities that Abel organizes to further enrich the lives of Normandy’s 46 residents are monthly bus trips. The residents are taken to parks, museums and even to cultural events like ballet.

"I try anything to make their days happier and more interesting. I figure it’s only right considering they are among the greatest people I’ve ever met."

Committees Vital to Conference

As with the Eighth Provincial Wage Policy Conference October 1-2 in Vancouver, there were two committees at the Wage Policy Conference (non-provincial bargaining) in Vancouver November 4-5 that helped to ensure a successful conference took place.

The members of the credentials committee at the two-day conference were Joan Hiler, Chairperson of the North House Unit in Greater Vancouver; Erna Wolterberg, of the New Vista Unit in Burnaby; and Joan Wright, Chairperson of the Almshome Unit in West Vancouver.

The information committee was made up of five members of the Provincial Executive. The committee members made themselves available throughout the conference to assist the delegates.

The information committee members were: Alice Jones, Maple Ridge; Margaret MacMillan, Cranbrook; Andy Kozyniak, Prince George; Bob Shortland, Kelowna; and Nancy Cardy, Royal Jubilee (Victoria).

Pass Christmas Photos Along To The Guardian

If your Unit or staff at your workplace is holding a Christmas party, and you want other HEU members to know about it, please pass along the photos to The Guardian.

Kindly identify the HEU members on the back of the photos so that the names can be used for The Guardian.

LETTERS

Williams Lake Approval

Dear Sirs:

The Williams Lake Hospital employees’ Union members would like to comment on the recent television and radio commercials regarding our position.

We find the commercial both informative and very well presented. We feel they help inform the public of some of our demands and on the other hand they let the public know they are not going to receive poor medical care during our bargaining.

We feel this is an excellent way of making the public aware of our position on Equal Pay for Work of Equal Value.

Congratulations on a job well done.

Yours truly
Patricia Cosier
Williams Lake Unit

Special Thanks To Delegates

Dear Sir,

I would like to send a special thank you to all the delegates at the October Provincial Wage Policy Conference who sent their best wishes to me.

It was very nice to be remembered and to know that my presence was missed by so many.

I will make a special effort to get out to the convention next year (even if I am not a delegate) to say hello to you all.

In the meantime, have a very merry Christmas and all the best in the new year.

Thanks again.
Wanda Ricketts
Vancouver General Unit.

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