By HEU members involved
Peck Hearings Found To Be Educational

Several HEU members selected by the Union to appear as witnesses before the Peck Arbitration Board in December over the nurses’ classification had found the involvement to be educational and informative.

Sharon Scallon, a switchboard operator at Lions Gate Hospital, said although she was totally prepared for the experience she felt victimized by the butterflies at the last moment.

"I honestly thought I wasn’t going to get nervous but once the hearing started I felt it as though I was in the middle of a Perry Mason episode," Scallon told The Guardian.

"I have never been involved in union activity before so my eyes were really opened by the experience, which was fascinating," she said.

Scallon said that questions from the HLRA representative were "very sharp" but added she was ready for all the questions.

"I was prepared for the questions and for this reason it wasn’t a total surprise when it came to this add," she added.

"Another thing that amazed me was coming to the HLRA with the board before the Vancouver and seeing how big it was and how many people were on it. I have never been active in the union so by seeing this for the first time I realized it is a full time job trying to see 22,000 members," Joan Walker, a medical secretary at Lions Gate Hospital, said.

"I was worried about trick questions and there was some harassment but overall I had to say that the whole thing didn’t go too badly," she said.

Gerow Named To B.C. Labour Board

HEU Secretary-Business Manager Jack Gerow has been named as a part-time member of the B.C. Labour Relations Board.

In naming Gerow to the board December 16, LRB Chairman Don Munro said he was "delighted" with the appointment.

"I think Gerow’s appointment is tremendous for the board and for the industrial relations community generally," Munro told The Guardian.

"He was named for a number of reasons," Munro added, "but especially for his experience as a respected trade unionist in an industry of significant public concern," said Munro.

Gerow said he was honoured to be named to the LRB.

"Considering the importance of the LRB Board’s work in recognizing the important role that our employees play in the labor relations community over the years, I am very proud to represent the labour community as a part-time LRB member," said Gerow.

The three principle goals of the LRB, according to Munro, are to adjudicate, mediate and educate.

"At the LRB we like to use the technique of dispute resolution to avoid confrontation," he said. "I feel the board is nothing less than a classic experiment in tripartism,'" said Munro.

"One of the great strengths going for our board is the fact that we are the only board in Canada where the statute requires half the representation to come from labour and the other half from management.

"This is the representative nature of the LRB that makes it such a respected body," he concluded.

Also appointed to a two-year term as a part-time board member was B.C. Government Employees’ Union General Secretary John Fryer. The two management representatives appointed were Brian Ford, Executive Director of the Public Employers of B.C. and Daniel Bell, Superintendent of Employees Relations for Atcon Mines Ltd.

Gerow is expected to be sworn in at an official ceremony in January.

Legal Advice Provided By Vancouver Firm

In the December issue of The Guardian (Page 6, "Legal Advice for 10-Year Members"), a story was published outlining the provision of free legal advice for all active and retired members who have had 10 years or more membership within HEU.

This free legal advice will be provided by a Vancouver law firm. Members who are interested in this service should ask for a "confidential" envelope from their Secretary-Treasurer and mail the correspondence to the HEU’s Provincial Office.

Resolution Passed On Pension Contributions

The Lions Gate Hospital Board passed a resolution at a meeting December 17 which will allow full-time hospital employees and other part-time employees to join the pension plan.

"We are recommending that all eligible employees be allowed to join the pension plan," said Chief Operating Officer Tony Posnette.

The resolution was passed unanimously by the board.

CLC To Meet With Union

The Canadian Labour Congress has written to HEU to arrange a meeting in the early part of 1981 in order to discuss an HEU application to affiliate with the CLC.

CLC President Dennis Dermott said in the December letter that the CLC is prepared to convene a meeting with the HEU, the Canadian Union of Public Employees (CUCPE), the National Union of Provincial Government Employees and the B.C. Federation of Labour.

CLC Secretary-Business Manager Jack Gerow said the Union is looking forward to the meeting.

"We will enter the discussions in a positive frame of mind and take it from there. Everyone knows our position on re-entering the Canadian Labour Congress so we want to come in as soon as practicable and possible," said Gerow.
New Year's Resolutions

January is traditionally the month for New Year's resolutions. In the midst of overfly-festive New Year's Eve celebrations, resolutions are made to stop drinking, cut down on smoking, eliminate marital squabbling, reduce the amount of yelling at the kids and generally to be a better person in the coming year.

Although these resolutions are for the most part forgotten by the sobering light of day, each year the ritual is nonetheless observed.

The Vancouver Sun polled a number of well-known newsmakers just before New Year's Day and asked for their 1981 personal commitments. The answers were generally typical of what has been heard so many times before.

We thought Guardian readers might find it interesting to read a few resolutions that were not made on the eve of 1981.

— Premier Bill Bennett vowing to hop from Victoria to Kelowna on one foot if the media will give written assurance not to bring up the 'Dirty Tricks' scandal before the next provincial election;

— Opposition Leader Dave Barrett pledging to kiss Edgar Kaiser Jr. on the cheek on the front steps of the Legislature the day the NDP is returned to power;

— Vancouver sports magnate Nelson Skalbania resolving to purchase the Quesnel Kangaroos of the B.C. Senior Hockey League and place them in the NHL's Smythe Division;

— And ICBC President Tom Holmes swearing that car insurance rates will not be raised again until 1987.

Seriously though, on behalf of the HEU Provincial Executive and Union staff, The Guardian wishes each and every HEU member a very happy and prosperous year in 1981.
To review ‘Recovery’ award

HEU Applies To LRB

HEU has applied to the B.C. Labour Relations Board for a review of an arbitration award handed down November 28th by the implementation tribunal chaired by R.E. Peck.

In his application, Roy Ed Peck ruled that HLRA may recover from the employer more than $12,000,000 of the $20,800,000 general wage increase as provided in the Master Agreement and the increase to which another union-applicant was entitled. The award also sought the implementation of the classification system.

Jack Gerow, HEU Secretary Business Manager, said the union filed for an appeal of the decision in December because of the award’s incornity.

Gerow, a member of the tribunal, revised the award as did the HLRA representative on the Peck tribunal, Jack Frasch.

“We say the award is inconsequent in that it is expressed or implied in the labour code in the arbitration’s interpretation of the collective agreement is not one which we have been resoundingly been,” said Gerow.

Gerow, adding as well as the award’s inconsequent, is the opinion of that Ed Peck acted without jurisdiction in the matter.

“We are particularly concerned about that part of the award that would see some Union members paying back monies paid in excess of four percent.

The planned recovery of such money would come from HEU members whose wages were red-paced by the implementation of the presently-ongoing classification system, according to the award.

HEU’s bargaining committee walked out of the Peck Arbitration Board in September to protest the board’s forthcoming jurisdiction.

The Peck Arbitration Board is a special provision established at the request of HEU under the HLRA/HLRA Master Agreement to deal with the implementation of terms negotiated in the collective agreement.

Presently there are three tribunals in effect to determine the classification system, current classification system, and effective salary scale. If any, of overpayments made on the HLRA/HLRA Master Agreement, general wage increase.

As shown in the chart, all of the three tribunals are chaired by arbitrator R.E. Peck, there are different representatives.

Bill 27, the controversial piece of legislation from the provincial government in 1980, has been a hot topic in the news media. The B.C. Government Employees Union represents 40,000 members across the province in the summer of 1980.

The B.C. Teachers’ Federation also represents 40,000 members in the province, and both organizations have vowed to challenge the legislation in court.

The BCGEU and the BCTF are covered by separate pension plans. The BCGEU is the largest union in the province, representing 110,000 members in a variety of industries, while the BCTF represents 70,000 teachers.

The HEU was one of the employers who negotiated pension plans with the provincial government. The plans were modeled on full Consumer Price Index (CPI) increases, subject to adequate funds being available in the special account.

If the special fund has more funds than are required to provide full CPI increases, the surplus will remain in the special account to be available to provide adjustments in future years. If the special account has sufficient funds, a full CPI increase is required to provide full CPI increases, and the fund is granted on a pro-rata basis to the extent funds are available.

The Ministry of Provincial Planning and Development Services, which is the ministry responsible for the HEU members, is in the process of providing the HEU with additional pension information.

A pension member’s account will be set up and included in the three HEU representatives. HEU President John Best and HEU Financial Secretary Maud and HEU Senior Trustee on the Executive Steven Polsky and the Union representatives on the committee by the Peck Arbitration Board.

Fred Woodworth, an HEU member at Asbestos and District General Hospital, is happy with a recent decision in the case of Philip, the government Superannuation Branch.

Woodworth was notified in November by the Superannuation Branch of the Ministry of Provincial Planning and Development Services that his two years of service to the pension plan last because of a dispute with the hospital’s plan had been fully reinstated.

The Ashcroft Hospital released an employee from his job for alleged theft of copper plumbing from the demolished former hospital building in 1971. Woodworth, however, was reinstated to his job in a unanimous decision by a three-member arbitration board in April, 1974.

Turned out he had, in fact, purchased the copper plumbings from the hospital and procured the canceled cheque to prove his innocence.

In the intervening 27 months, Woodworth was working at the hospital and therefore had lost the benefit of service to the pension plan.

“Actually even after I was reinstated back to my job, I lost out of loss of pay or benefits, I had to vacate my position and had to get a new position with a new pension,” Woodworth told The Guardian.

“However, my looks at the annual report from the Superannuation Branch last year and noticed that I was missing some years of service. That’s when I notified the HEU Okanaga-Kootenay Regional office in Kelowna to get it straightened out,” said Woodworth.

HEU Okanagan Regional Vice-President Mark Atkinson, of Kelowna, will be running in the Boston Marathon in April. Mark ran in the Kamloops Meeting of the Waters on December 3rd. He finished the grueling 26.2 mile race in less than two hours and forty-five minutes and thus qualified for the prestigious Boston event.

Mark Atkinson Enters Famous Boston Race

Those HEU members who are followers of the Boston Marathon may recognize one of the names entered in the famous race this April — Mark Atkinson.

Mark, recently elected to the Union’s Provincial Executive, qualified for the race when he finished a 26-mile, 355-yard race in Kamloops last October in under two hours and fifty minutes.

“I ran in the Kamloops Meeting of the Waters marathon last November and finished in two hours and forty minutes,” Atkinson told The Guardian.

“Actually, I finished 11th in the race and it was such a time was good enough to qualify,” Atkinson said.

Charlie's Unit Ratifies Agreement

HEU members at Queen Charlotte Islands General Hospital voted overwhelmingly December 11 to approve a tentative agreement reached with the hospital.

Some members voted in favor of the agreement which is tied to the HEU Master Agreement. The agreement also includes retroactive pay back to the date of the certification of the unit in August 1980.

The hospital board is expected to ratify the agreement in January.
The faces tell the story

Christmas At The Hospitals

HEU member Vera Insker (right) shows off the proceeds from raffle tickets sold at the Penticton Regional Hospital Christmas party. Helping Vera, a dietary assistant, is Dorothy Mullins, who is an assistant cook and Secretary of the Unit.

Three excited youngsters at Christmas time are about as much as a grandmother can handle. HEU member Beatrice Gilmore found that to be true at the Shaughnessy Unit's annual Christmas party December 21. Beatrice, a dietary aide at Shaughnessy Hospital in Vancouver, enjoyed the party with grandparents (from left) Robb, Bradley and Murray.

Over 150 children received gifts from Santa Claus at the annual Penticton Regional Hospital Christmas party December 18. The event is sponsored each year by the HEU Penticton Unit, the local hospital board and doctors at the Okanagan hospital.

Sandy Flater, Vice-Chairperson of the HEU Victoria General Unit, and her husband Ron were among the guests at the Unit's annual "Appreciation Dinner" December 5. The event is held each year by the Unit's officers and shop stewards.

Former HEU member Donna Digman (left) joined employees at Children's Hospital for the staff's annual Christmas party December 19. Seen here with Donna, a former 10-year employee at the hospital, are Matilda Klawer (centre) and Marie Krichuk. Matilda and Marie work in the hospital's dietary department.

Jack Balestone (left) and Dave Dugg serve up the show at the Penticton hospital's December party. Jack and Dave were among the 35 HEU members who took an active part in helping put on the annual event.

The Hospital Guardian, January 1981/Page 4
Attended by Union members

And There Were Plenty of Parties

HEU members Vance Walter (left) and Colleen Grafton were two of the 250 persons who literally plowed their way through an unseasonal snowfall in Burnaby December 5 for the annual Burnaby Unit's Christmas party. Vance works as a transportation attendant and Colleen is a dietary aide at the Burnaby hospital.

These happy faces belong to HEU members who attended the Kiewania Lynn Manor Christmas party in North Vancouver December 17. Left row (left to right): Carol Gordon, Mary O’Neil, Carol Anderson, Betty Armstrong and Peggy Goodwin. Right row (right to left): Sophia Bernatowicz, Judy Haynes, Margaret MacLachlan, Carol Sanders and Margaret Van Dyke.

HEU members at the Kiewania Lynn Manor Christmas party December 17 in North Vancouver included (from left) Linda Bradbury, Barbara Laplante, Judy Buxton and Kay Langston.

Photographed at the Kiewania Lynn Manor Christmas party in North Vancouver were: (back row, from left) Denise Carr, Susan Culley, Fred Kosh- man (Kiewania Lynn Manor Administrator), Kim Johnson, front row (from left): Bee Regan and Linda Bradbury.

The Kensington Unit honoured the HEU Provincial Executive and staff with a huge 18-inch by 36-inch cake (pictured below) baked by Unit members. Unit Secretary-Treasurer Reemem Hussein (left) and Chairperson Tupou Moimoi presented the cake at HEU's Provincial Office.

Donna Brown, a licensed practical nurse at Burnaby Memorial Hospital, took part in a humorous comedy skit during a hospital party in December.

This beautifully decorated Christmas cake, which measured one- and-a-half feet high by three-feet wide, was presented December 17 to the HEU Provincial Executive and staff on behalf of the HEU Kensington Unit. The Hospital Guardian, January 1981/Page 8
Santa Claus and Yuletide Fun

During the holiday season

HEU Children's Unit members Terry Petronia (left) and Wilma Poulin mixed and chatted during a party at Children's Hospital in Vancouver. Terry and Wilma are housekeeping employees at the hospital.

Over 100 children took part in the Chilliwack Unit's annual Christmas party December 13. Santa (Bill MacDonald behind the beard) was on hand to give out presents to the kids.

St. Vincent's Party
Fun For Everyone

Over 150 people attended the St. Vincent's Unit Christmas dinner and dance December 12 in Vancouver. Barbara Moore, Unit Secretary-Treasurer, said the event was a great success "and everyone had fun."

"We are especially thankful for the great deal of assistance given by Sister May Conning, the Vice-Chairperson of the Unit," Moore told The Guardian.

Door prizes were given at the party. Patrick Wall, a housekeeping employee, won a bottle of champagne and, oddly enough, his wife Maria won the other door prize, a dinner for two at a local restaurant.

"The music by the band was great and the food was tremendous. We are already looking forward to next year's dinner," said Moore.

Brian Stoneberg gets his gift from Santa Claus at the Shaughnnsy Unit's Christmas party in December in Vancouver. Looking on the proceedings is Cliff Waiteer, HEU Regional Vice-President for the Lower Mainland. Extra presents were donated to the Sunnyhill Hospital for Children.

Elvis Cisar and his wife Loreta were among the gathering at the Shaughnnsy Unit Christmas dinner. Elvis is a housekeeping employee at Shaughnnsy Hospital in Vancouver.

The HEU Children's Unit in Vancouver showed their Christmas spirit December 11 when they presented a poinsettia plant to the HEU Provincial Executive and staff. Rena Greenwood (center), executive Senior Trustee, accepted the gift from unit Chairperson Emen Aldridge (left) and unit Secretary-Treasurer Barbara Spurr (right).
With Peck ruling

No Excluding Of HEU Members

E. R. Peck, Chairman of the Peck Arbitration Board, has ruled that HEU members should be allowed to attend and participate in interest arbitration hearings. The decision, made in late November, came prior to an arbitration hearing held to settle a Master Agreement issue concerning the definition of casual employees. An interest arbitration is one that supplements the collective bargaining process by doing the bargaining for both parties after they have failed to reach agreement through their own bargaining efforts.

Jack Garow, HEU Secretary-Business Manager, says the decision is significant because it now settles the question of whether or not HEU members can actually take a first-hand and uninterrupted role in the arbitration process as witnesses.

"We feel this is an important decision for a number of reasons, the most vital of which is that the fact now there will be no more standing in the corridors for HEU members," said Garow.

"Now union members who are testifying before an arbitration board will personally be eyewitnesses to the whole process of labour relations justice," said Garow.

A decision by Peck was necessary in order to address the issue of casual employees whether or not the arbitration board that it wanted all HEU members, officers and staff to be involved if they were to be called as witnesses.

Petition Delivered To Protest Red-Circling

An 84-person petition delivered to the Maple Ridge Hospital Administrator was an indication of the HEU Maple Ridge Unit's feelings about the possible red-circling of hospital clerical workers, according to two members of the local's executive. Alice Jones, Secretary-Treasurer of the unit, told The Guardian that the petition was circulated to show their dissatisfaction with proposed red-circling by HLR.

"We think such a move is nothing less than discriminatory and unjust. We know from experience in the hospital that clerical workers are skilled, tactful and trustworthy," said Jones.

Del Crosby, local Vice-Chairperson, said members are anxious for the classification system to be settled.

"We wish HLR and Mr. Peck would get on with the classification system but we definitely do not agree with any red-circling of clerical workers," said Crosby.

The petition was circulated to HEU members in December and delivered to hospital administrator Bruce Cullen December 4.

The case put forth by HLR was based on the premise that it is necessary to witness a hearing to preserve the privacy of his or her evidence.

Peck ruled that such a practice would not prejudice other testimony.

"The board will make the judgements necessary regarding credibility, and finally, what weight to assign to the evidence of particular witnesses," wrote Peck in his four-page decision.

"In summary, the board considers that it would be quite inconsistent with the character of this case and with the practice of interest disputes boards in general to employ the employee's request to exclude witnesses and we decline to exercise our discretion to that end," concluded Peck.

The arbitration hearing to determine the question of casual employees has been adjourned until after new hearing dates are set.

HEU members who will appear before the arbitration board are: Gordon Titley, an electrician at Royal Columbian Hospital; Wendy Simpson, a nursing unionist at Royal Columbian Hospital; Christine Talton, a dietary aide (and a casual employee); and Cathy Chadee, a licensed practical nurse at 100 Mile House District General Hospital. Gordon and Wendy are both shop stewards in their units, while Cathy is 100 Mile House Unit Secretary-Treasurer.

Fire Safety Course

The British Columbia Institute of Technology is offering a 14-week course in 1981 on fire safety and security in health care facilities.

- The course examines fire safety and security problems and the means by which such problems can be dealt with effectively. It also describes the available sources and agencies that can provide assistance.
- The course as well studies related laws, codes and regulations.
- Participants in the Greater Vancouver area are being contacted by Sociology Professor William at BCIT's Burnaby campus, 454-5734.
- The course will also be offered in any community in the province of a group of interested participants is formed and assistance is given with local arrangements. For details, interested Union members should write Ms. Williams at BCIT, 3701 Willingdon Ave., Burnaby V5G 3H2.

Penticton Children's Party

The Penticton Regional Hospital employees' children's Christmas party December 23 included the participation of 35 HEU members.

About 158 children received gifts from Santa at the annual affair in December according to Dennis Jeffery, HEU Provincial Executive 2nd Vice-President.

"The party went very well this year because to the help of a lot of very nice people including HEU members Dave Dagg and Monica Westfall," said Jeffery.

"And we also cannot forget Joan Lyons of HSA (Health Sciences Association) who was another of the party went off so well," he said.

HEU member Danny Johnson, a CSSD orderly, took photographs of the event.

Cranbrook Seminar Well-Attended

A seminar in Cranbrook December 1 was attended by 18 members from the East and West Kootenays.

Those Union members taking part in the one-day seminar were: Lil Chilton, Cranbrook; Mary Koran, Fernie; Judy Holmes, Nelson; Elwen Hart, Creston; Marg Sparrow, Golden; Diane Kiekelwski, Kimberley; Valerie John, Creston; Brenda Brent, Trail; Jeanne Bouver, Trail; Jackie Peters, Trail; Jeanne De Pelligrin, Trail; Ruby Hardwick, Kimberley; Elsie Lodge, Kimberley; George Clark, Castlegar; Charyl Marshall, Nakusp, Joan Turner, Nakusp; Warren Escott, Invermere; Shirley H., Cranbrook; and Marilyn McKercher, Rossland.

The 19 Union members represented the following units: Cranbrook, Fernie, Kootenay Lake, Creston, Golden, Kimberley, Mount St. Francis, Columbia View, KIHO Manor, Trail, Kimberley Special Care, Castlegar, Nakusp, Invermere, F. W. Green, and Rossland.

Observers Scheduled For Peck Hearings

Selected HUE members will be acting as observers during hearings being held in January and February before the Peck Arbitration Board to determine the classification system.

At the Jan. 6 hearing the following had observers:
- Helen D. General, Royal Jubilee, Terrace/Kimberley, Kelowna and Grand Forks.

At the Jan. 7 hearing the following had observers:

At the Jan. 7 hearing the following had observers:
- Jan. 21: Richmond, Nelson, Williams Lake, Royal Inland, Cranbrook.
- Jan. 23: Richmond.
- Jan. 26: Cancer Control Agency of B.C., Campbell River, Dawson Creek, Kelowna and Kimberley.
- Jan. 27: Queens Park, Campbell River, Dawson Creek, Kelowna, Kimberley.
- Jan. 30: G. F. Strong, Royal Inland.
- Feb. 23: Hope, Hope, Quesnel, Royal Inland, Fernie.
- Feb. 26: Same as Feb. 23.
- Feb. 28: Queens Park, Campbell River, Williams Lake, Kelowna, Cranbrook.
- Feb. 26: G. F. Strong, Campbell River, Williams Lake, Kelowna and Cranbrook.
- Feb. 27: Cancer Control Agency of B.C., Dawson Creek, Vernon Jubilee.

All the hearings are being held in Vancouver.

Jean Beaason has been hired by HEU as a Research Analyst. Beaason's primary duties will be for research for collective bargaining and arbitration purposes. Jean, 37, lives in Vancouver with her two children.

The Hospital Guardian, January 1981/Page 7
HEU Members On The Job

A gold planer in spare time
Barry Helps With Laundry Efficiency

Ask for the ‘gold planer’ around the laundry department at Chilliwack General Hospital and it’s likely you’ll be directed to Barry Hibbert. Barry, an HEU member for the past 10 years, is the head washerman in the hospital’s laundry department and an accomplished gold planer in his spare time.

The laundry department at Chilliwack has earned quite a reputation for efficiency and Barry thinks it’s partly because of the good camaraderie among the laundry staff.

“It is somewhat like a family in the department. Although there is a bit of a turnover of staff, there are also quite a few people who have been around a while. This makes for a smoothly functioning department — at least most of the time it is smoothly functioning,” says Hibbert with a laugh.

In fact, more than 8,000 pounds per day of laundry is processed through Chilliwack. “Yeah, it gets kind of hectic around here sometimes because we also do laundry from the Abbotsford and Hope hospitals. But everything works out in the end.”

Born and raised in Chilliwack, Barry lives inside the city limits with his wife Donna and their children Christopher, 5, and Selena, 3. “I lived for a spell in North Vancouver and worked for three years at Liona Gate Hospital, but I found the pace of the city life a bit too fast. We find the pace of Chilliwack more to our liking.”

“Actually with the price of houses the way they are now around Vancouver, it’s a good thing we bought our house here a few years ago. We paid $72,000 for it and then we thought the price was ridiculously high. These days an average box in this area goes for about $70,000, so we consider ourselves very lucky indeed,” said Barry.

Hibbert, 31, has a very realistic outlook when it comes to unions in general and specifically HEU.

“I sometimes disagree with the union. I think everybody would admit to that sometimes. However, I abide by what the Union decides because I believe in democracy and besides that, I know where my bread is buttered. If it wasn’t for the union, I wouldn’t be making nearly as much as I am today, that’s for sure.”

When you ask Barry why he likes it in Chilliwack, he mentions camping, fishing, the outdoors and a recent love of his — gold planing.

“Goldplaning is something I just got interested in a few years ago. I don’t know exactly what got me interested but the rising price of gold didn’t hurt.”

“It is almost impossible to ever get rich doing it and most panners like myself are amature who do it for the fun. Although I must say I have got nearly a fifth of an ounce saved up now and that’s worth about $10,000.”

Hibbert says the magic of the metal is another reason people get hooked on it. “There’s something about seeing it glittering in your pan. It’s hard to describe, but there is a certain indescribable feeling you get when you’ve got it.”

Barry does his panning in a spot called Emery Creek, just a few miles from Chilliwack. For the uninstructed planer, the gold does not just come into your pan in its final state. There are several orthodoxy, and even some unorthodox ways of processing gold into its finished form.

“I built myself a sluice-box and the way you get gold out is by putting the dirt with the gold into the box and washing it down with a hose or a pump. A person can also pour mercury into the pan. The mercury will stick to the gold and then you simply squeeze out the mercury through a cloth. The bigger particles of gold will stay behind.”

Although he never plans to be a millionaire through goldplaning, Hibbert feels it is important to have the right outlook toward work and recreation.

“Most people working have repetitive type jobs and a person has to bring some spirit to the job or the hours will seem like weeks when you’re at work. And if you have no interests at home, you have nothing to look forward to after work.”

To resolve contract difficulties
Work Stoppage May Be Necessary

With inflation running well over 10 per cent in 1980, recent wage settlements were designed to rise to keep up with the rapid cost of living in British Columbia, according to a December article in The Financial Post.

The newspaper said many contracts up for renewal in 1981, including the HEU Master Agreement, are to be facing negotiations due to inflation as well as the current 11.6 per cent average annual wage settlement in the province.

Henry Gerow, Secretary Business Manager, told the newspaper that the traditional option of third-party arbitration to resolve contract difficulties may be foregone this time around.

Gerow said that the Union’s goal should be the setting of a single minimum rate in the hospital industry and bring women workers up to at least the rate of the lowest-paid male.

“This demand is unlikely to be accepted by any tribunal established under the province’s Essential Services Disputes Act which must rely on discriminatory community standards,” said Gerow.

“Therefore we may have only two choices — settle or strike. Given that the demand is going to be expensive, and there is a strong chance there will be no settlement without some form of work stoppage. But it is an extraordinary challenge for our union to win.”

HeU has already established the Employer’s Pay for Work of Equal Value committees to develop a strategy to end male-female wage discrimination and has scheduled meetings with B.C. Human Rights Commissioner Nola Landucci.

Back Study Needed
Says Troublesolver

A December report from an industry troublesolver has recommended that the hospital industry undertake a study of the incidence and causes of back injuries.

Dalton Larson, in his December 30 report, stated that the problem should no longer be addressed on a hospital to hospital basis.

“It is my recommendation that the industry undertake a specific study of the incidence and causes of back injuries in the industry with a view to ameliorate the problem,” wrote Dalton.

The report came as a result of a grievance filed by an HEU member working at Royal Inland Hospital in Kamloops.

Laverne Hoffman, a licensed practical nurse at the hospital, sustained a back injury in October, 1975. Two years later the Workers’ Compensation Board advised the hospital that her income replacement was finalized on September 21, 1980.

During her injury-on-duty leave Hoffman took rehabilitation training on her own initiative to become a clerkenzpap.

The troublesolver report ruled that the hospital shall attempt to secure a clerical or nurse’s aide position for Hoffman.

Pensions Should Be Negotiated

Dear Sir,

Let me start by congratulating HEU for the improvements in communications in recent months. May I have a word with you about pensions for the future.

Hayes Wilson has suggested to the Guardian that the Guardian and I wish to continue the work started on this issue.

I have always enjoyed The Guardian and I wish it continued success.

Would you please keep articles coming in the Guardian on service and help to the HEU retiree and also on those three other topics of interest. I also enjoy reading the stories on the active body of The Union as well.

Agnas M. Moore
Port Coquitlam

More Retiree Stories

Dear Sir:

I am a former hospital employee of the Royal Columbian Hospital and a member of the Union for close to 32 years.

I have always enjoyed The Guardian and wish it continued success.

Could you please keep articles coming in The Guardian on service and help to the HEU retiree? I really enjoy reading the articles you have written of those types of articles. I also enjoy reading the stories on the active body of the Union as well.

Agnes M. Moore
Port Coquitlam

LETTERS

(Editors’ Note: The Guardian welcomes letters from members on any topic or subject of interest. This is TDUE newspaper. All letters will be printed. Names can be withheld upon the request of the writer.)

More Retiree Stories

Dear Sir:

I am a former hospital employee of the Royal Columbian Hospital and a member of the Union for close to 32 years.

I have always enjoyed The Guardian and wish it continued success.

Could you please keep articles coming in The Guardian on service and help to the HEU retiree? I really enjoy reading the articles you have written of those types of articles. I also enjoy reading the stories on the active body of the Union as well.

Agnes M. Moore
Port Coquitlam

Pensions Should Be Negotiated

Dear Sir:

Let me start by congratulating HEU for the improvements in communications in recent months. May I have a word with you about pensions for the future.

Hayes Wilson has suggested to the Guardian that the Guardian and I wish to continue the work started on this issue.

I have always enjoyed The Guardian and I wish it continued success.

Would you please keep articles coming in the Guardian on service and help to the HEU retiree? I really enjoy reading the articles you have written of those types of articles. I also enjoy reading the stories on the active body of the Union as well.

Agnes M. Moore
Port Coquitlam