After members vote to strike

Mediator Appointed At Prince Rupert

A mediator was appointed March 2 by the provincial government's ministry of labour in the contract dispute between HEU Prince Rupert Unit members and Prince Rupert Regional Hospital management.

The 30-member unit, all clerical employees, voted 100 per cent in favour of a strike Feb. 26 to show their displeasure with the hospital's final contract offer.

HEU served 72-hour strike notice Feb. 27 on the hospital's management. The strike notice expired March 2 and HEU Secretary-Business Manager Jack Gerow said the union would only take strike action as a last resort.

"We are confronted by this new negotiating game being played by the Prince Rupert hospital management. The rollback in wages we've proposed is like taking two giant steps backwards before taking one small step forward. Whatever their game plan, they haven'tfooled our members who are 100 per cent against the hospital's final contract offer," said Gerow.

"Our Union has not had a hospital strike since 1979 and that was the only hospital strike action ever taken by HEU in its history. Certainly striking is the last alternative but it is clear that clerical employees across the country and the province are prepared to do whatever is necessary to get the wages they deserve," added Gerow.

He said that the HEU members at the Prince Rupert hospital are seeking fair pay and showed they were prepared to take strike action to get it.

"We are working to bring the immediate negative impact to a conclusion quickly but obviously without any wage rollback and with wage increases. The Union is seeking wages that recognize the skill, effort and responsibility of our clerical members."

The HEU Provincial Executive, at their regular meeting in February, endorsed the standing taken by the Prince Rupert members. "Should there be a strike, the Provincial Executive passed a motion that they would be the first HEU members on any picket line formed at the hospital," said Gerow.

HEU members at the hospital are seeking a first contract after over four months of bargaining. The clerical members affected by the dispute are not covered by the decertification classification system under the terms of the HEU/HLRA Master Agreement.

To clerical committees

Units' Response "Encouraging"

Many Units under the HEU-HLRA master agreement throughout the province have already set up clerical committees and had returned needed material to the Provincial Office.

Among the Units where committees have been formed are: Arrow Lake, Castlegar, Chemainus, Dogwood, Hope, Kootenay Lake, Malakwa Mica, Nelson, Terrace, Vernon, and Victoria General.

Many other Unit committees submissions had just been received at HEU's Provincial Office and were being sorted out by staff when the Guardian went to press.

"It has been a very positive response and from what we have to conclude that the opportunity for direct input from all HEU's affected Units is being welcomed by the rank-and-file Union membership," said Gerow.

The formation of the clerical committees was announced in February to expand the Union's membership participation in the classification system review.

Hearings are scheduled in March before the Peak Arbitration Board.

Mount Paul Award

A precedent-setting arbitration award was handed down Feb. 23 binding Mount Paul Private Hospital in Kamloops to the terms of the HEU "Mini-Master" Agreement.

Jack Gerow, HEU Secretary-Business Manager, said the Union welcomed the decision, which made the long-term care facility the first privately-run one in the province brought up to the wages and benefits of the HEU "Mini-Master" collective agreement.

"Naturally, we were pleased with the board's decision. This award will have a clearly positive effect on outstanding negotiations between HEU and other private hospitals," said Gerow.

An analysis of this arbitration award and its impact on long-term care collective bargaining in B.C. will be reported in the April Guardian.

Windermere Officers Attend LRB Hearings

Three members of the Windermere Unit bargaining committee attended hearings in February at the Labour Relations Board.

Unit Trustee Lorna Bonifacio, Unit Chairman Edna Moran and Unit Secretary-Treasurer Isabel Farrell were the Windermere Unit members at the LRB hearings, which were held to determine whether the health care provided by HEU members at the Windermere Central Park Lodge facility in Vancouver comes under the province's Essential Services Dispute Act legislation.

It was held that the facility does not fall under the act and the hearing was adjourned.

Windermere has been working to settle a first-contract dispute by arbitration with the owner of the long-term care facility since April of last year.

Negotiations have been going on for 20 months with Care Plus, Ltd. of Canada, the owner of the 234-bed health care facility.
The Wrong Number

The B.C. Telephone Company/Telecommunications Workers Union contract hassle is the type that should have all trade union members stand up and take notice.

The scenario is all too common in the world of labour relations in this province. A trade union, in this case the TWU, goes to conciliation to settle a collective agreement in good faith. The conciliator hears the case of both sides and hands down a non-binding report that he feels is fair to both sides. TWU responds by accepting the report only to find the company, B.C. Tel, strenuously opposes it. It was the third time that the Union accepted a conciliation report and the third time B.C. Tel rejected it.

Certainly it would be fair to accept that one party in a contract dispute could be more opposed to a contract settlement than another side but the anti-union tactics displayed by B.C. Tel in the past month are truly inflammatory, not just to the TWU but to the trade union movement generally.

While TWU members were walking picket lines in their attempt to get B.C. Tel back to the bargaining table, the company blithely continued on with its business with an unbelievably large non-union staff of nearly 3,000. If members ever wondered how important those regular fights with the employer to stop the exclusion of union members from a bargaining unit are, one look at the huge, non-union B.C. Tel management staff should very quickly answer the question. It is a constant, ongoing war in which every victory is an important one and every loss a visible wound.

Another important consideration is the cold fact that the union-busting tactics and stance taken by an employer like B.C. Tel is infectious to other employers.

One would think that an employer would always be at the bargaining table with the intent of reaching a fair, amicable settlement with employees. Can you imagine the surprise and horror felt by TWU members when B.C. Tel said they would only accept the conciliator’s report only if the Canadian Radio-television and Telecommunications Commission (CRTC) would allow another rate hike. Even the federal mediator assigned to the dispute publicly expressed shock at the company’s suggestion.

Other employers have attempted to follow the stance taken by B.C. Tel only to find themselves in the midst of costly and prolonged strikes. The Greater Vancouver Regional District’s confrontation with the Canadian Union of Public Employees, and the Insurance Corporation of British Columbia’s prodding of the Office and Technical Employees Union are other examples of a current anti-union sentiment.

The allover of this type of incitement into other industries could be serious problem to B.C. labour relations and, in turn, the B.C. economy. With more and more employers becoming unreasonable, it is to be expected that trade unions will dig in to avoid the crushing heel of anti-union employers like the B.C. Telephone Company.
On employer exclusions

HEU Wins Six Challenges

HEU has won six out of seven employer challenges to exclude Union members from HEU bargaining units. In decisions handed down in February by the B.C. Labour Relations Board, five members at the Cancer Control Agency of British Columbia in Vancouver were ruled to be included within the bargaining unit in an HEU unit.

A sixth member at the Cancer Control Agency, Jonathan Rankin, was excluded. In both cases, the decision was based on the question of whether the excluded individual was a "non-union" employee, as defined by the Labour Relations Act.

The seventh challenge, by the British Columbia Teachers' Federation, was rejected by the Board. The Federation had challenged the inclusion of a HEU member at Sir Howard Douglas Hospital who performs similar duties to staff excluded by the HEU.

Collective bargaining

Collective bargaining disputes that include work stoppages. There are no current exclusion cases reported, said Gerow.

Don Frost, a business agent for the Telecommunications Workers Union, told The Guardian that management encroachment in the union's jurisdiction has been an age-old struggle for his union. "This year, B.C. Tel says there are 2,300 non-union personnel, though we contend the figure is closer to 5,000," he said. "If it continues at this pace, it will be hard for us over the years because of the huge number of management employees," said Frost.

He said the union has fought for getting detailed job descriptions for each position. The union believes this will help in the future to protect members' rights.

Hospital ‘Caves In’

Over Volunteers

HEU has won a grievance at Kelowna General Hospital in a dispute regarding the transportation of patients being done by volunteers, instead of Union members.

Eleven HEU members in the Kelowna unit filed the grievance against the hospital as a result of what they felt was an encroachment of their job duties as admitting staff at the hospital. A letter signed by the 11 members objected to volunteers pushing patients in wheelchairs being admitted to the hospital.

Colin Elliott, the hospital's executive director, said the grievance was not fair and stated that the Kelowna General Hospital. "We caved in" was the phrase put to a local newspaper reporter.

Jack Geerts, HEU Business Manager, said it is Union policy that the transportation of patients out of hospital must be handled by trained staff.

“Our Union certainly has nothing against volunteers but we feel that persons who are admitted to a hospital deserve to receive the best possible service from trained and qualified staff rather than the fairweather and unskilled service performed by volunteers,” said Geerts.

Chilliwack Valentine’s Dinner-Dance

A Valentine’s Day dinner-dance was held Feb. 14 by the ChilliwackUnit that was attended by 80 Unit members and guests.

Chilliwack, Unit Secretary-Treasurer, said the meal and entertainment were first-class and that the event was winning by all.

“Some of us had to work the following day, much to our chagrin,” Carol told the Guardian.

Chilliwack volunteers very helpful and a lot of fun,” said Geerts.

McNight, Brownlee Omitted

In the list of elected union officers published in the February Guardian, Gordon McNight of Lions Gate and Allan Brownlee of Vancouver General unit were not included due to lack of nomination.

Gordon is the Vice-Chairperson of the Lions Gate Unit and Allan is the Trustee-Elect of the Vancouver General Unit.

Heinz Eisenhuth Passes Away

St. Paul’s Unit members were saddened to learn of the death of Feb. 12 of Heinz Eisenhuth. Brother Eisenhuth had been an employee at St. Paul's Hospital for 22 years before retiring in December 1991.

Peter Stokes, St. Paul's Unit Secretary-Treasurer, said Unit members were shocked by his sudden death.

"It really took us by surprise,” he said. "His conciseness, his dedication to his work, and his dealings on behalf of HEU members left all of us more than an example to look up to," said Stokes.

Brother Eisenhuth, a former Vice-Chairperson of the St. Paul's Unit, was survived by his wife Hannah and family.

Mary LaPlante (left) is the Chairperson of the HEU Prince Rupert Unit and Barb Sweetnam is the Unit’s Secretary-Treasurer. The Unit voted 100 per cent in favour of a strike vote because of the redevelopment of the Blessed Sacrament Regional Hospital in their first contract dispute with the northern hospital management.

Eva Turmel Honoured With Gala Party

Members of HEU’s Merritt Unit held a gala surprise retirement party in February in honour of long-time Unit member Eva Turmel. Eva, who worked at the Nicola Valley General Hospital in 1980, served in many Unit positions during her 20 years at the hospital.

 chilliwack unit

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Equal Pay Committee Passes Recommendations

HEU's nine-person Equal Pay For Work Of Equal Value Committee met in Vancouver on Feb. 25 and passed a number of recommendations to be delivered to the Union's Provincial Executive. Among the recommendations was a rejection to use the human rights code as an avenue in seeking to change discriminatory wage rates currently paid to women because of the code's apparent weakness and an uncertain track record. Other recommendations were:

- amending the Essential Services Disputes Act so that arbitrators appointed under the act are mandated to settle equal pay issues;
- rescission of leaves the board rather percentage increases;
- to avoid job evaluation as it tends to bring male wages down rather than bring female wages up.

The committee scheduled its next meeting for March 15.

GERB Contracts

HEU members at five long-term care facilities, whose management is represented by the Government Employee Relations Bureau (GERB), are awaiting first contracts with the government agency after long delays in the negotiation process. The five health care facilities, where approximately 2,000 union members work, are Kiro Manor in Trail, Kinnesson Retirement Centre in Terrace, Greenwoods in Langley, Luther Court in Victoria, and Burnet Lodge in Victoria. Gerak Gerow, HEU Secretary-Business Manager, says there is a building frustration among the members affected by the over-extended negotiations.

"It is easy to understand why our members at these facilities would be frustrated. After unnecessary delays in waiting for an agreement, they are wondering what is blocking negotiations," said Gerow.

The Registered Nurses Association of British Columbia Labour Relations Division, voted March 2 in favour of taking strike action against Luther Court as a result of a breakdown in negotiations with GERB.

"We at HEU certainly don't know why GERB is prolonging the settlement of contracts, and it gives us cause to wonder if perhaps they are not outside of their jurisdiction," he said.

GERB is the main government body representing over 50,000 provincial government employees.

Frances Nielsen, Chairperson of the HEU's Ponderosa Unit in Kamloops, recently presented a painting on behalf of the Unit to Ponderosa Lodge Administrator George Charbonneau and Bryce Jack. The oil painting, done by Kellown artist David Dasse, will be displayed permanently on the second floor of the long-term care facility where Brother Jack used to work.

Bryce Remembered By Ponderosa Unit

The HEU Ponderosa Unit has presented an oil painting to Ponderosa Lodge in Kamloops in memory of deceased Union member Bryce Jack. Unit Chairperson Frances Nielsen said the painting by Kelowna artist David Dasse will be a living reminder of Brother Jack for everyone at the long-term care facility.

"Bryce was so well-liked by everyone here. He served as Chairperson of the Unit for three years and was also a very active and helpful member in other years," Nielsen told The Guardian.

Did you know...

Effective August 1, 1981, employees shall be provided with an improved dental plan covering 75% of the costs of the basic plan (Plan A), 56% of the costs of the extended plan (Plan B) and 85% of the costs of the orthodontic plan (Plan C). An employee’s eligibility for orthodontic services under Plan C after twelve months’ participation in Plan B.

HEU/HEUUA

Provincial Executive members Gwen Parriah (left) and Gordon Meagher dedicate this sign at the executive meeting for deceased members of the Vancouver General Unit. The sign is to be permanently displayed at the Union’s Provincial office.

Classification Of Categories To Come

The HEU Provincial Bargaining Committee has determined at a future date when the classification of the Utility, Maintenance and Engineering categories will be handled.

In the February Guardian, the order of non-classified jobs to be classified was reported. This list, adopted by the Provincial Executive at its November meeting, did not include the Utility, Maintenance, and Engineering categories.

105-bed Facility

The provincial Ministry of Health has given approval for the construction of a 105-bed long-term care facility in Parksville on Vancouver Island.

The facility, to be named Torigum Lodge, is to be a combined extended care and intermediate care hospital.
Held in Abbotsford Feb. 13

Fraser Valley Table Officers’ Conference

(From left): John Hedlund, Hope Unit Shop Steward; Irene Brohm, Menno Unit Secretary-Treasurer; Cheryl Fast, Menno Unit Chairperson.

(From left): Betty Srigley, Mattequ Unit Secretary-Treasurer; Jan Kleven, Mattequ Unit Chairperson; Joy Russell, Hope Unit member.

(From left): Joyce Malgren, MSA Unit Secretary-Treasurer; Irene Chamin, MSA Unit Chairperson; Laura Shpakowsy, Parkridge Unit Secretary-Treasurer; Bev Catto, Parkridge Unit Chairperson.

(From left): Susan Adams, Parkholm Unit Vice-Chairperson; Margaret Ross, Parkholm Unit Trustee.

Tim Hogarth, Maple Ridge Unit Assistant-Secretary; Mary Vogel, Maple Ridge Unit Chairperson.

Louis Zaglen, Langley Unit Chairperson; Eileen Anderson, Langley Unit Secretary-Treasurer.

(From left): Vern Jones, Chilliwack Unit Vice-Chairperson; Carole Stutte, Chilliwack Unit Secretary-Treasurer; Bill MacDonald, Chilliwack Unit Chairperson and 3rd Vice-President on HEU Provincial Executive.

(From left): Kathy Somerville, Crestwood Unit Secretary-Treasurer; Lini VerSchoor, Crestwood Unit Chairperson; Pat Stefanek, Mission Unit Chairperson; Wendy Hart, Mission Unit Secretary-Treasurer.

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Provincial Office Appointments

Three new appointments were made in January for the HEU Provincial Office.

Steve Polak, a member of the Union's Provincial Executive since 1976, is now an HEU staff representative. Steve is well known to members of the MSA unit after having served as Chairperson of the unit from 1973-1983.

Brother Polak served as a Trustee and Junior Trustee while on the Provincial Executive.

Sharron Levine, originally hired by the Union as a job analyst in 1977, was appointed in January as a research/staff representative.

During her tenure on the Union's staff, Sharr has also worked as a research analyst.

Bob McCartney is the new HEU Director of Technical Services. Bob has been a research/staff representative for the Union since 1972.

Federal Grants Awarded

Federal labour minister Gerry King announced in February that funds totalling $305,000 will be available in 1981-82 to independent unions not affiliated to a central labour organization and to individuals under Labour Canada's Financial Assistance Program for Labour Educators.

The continuing program is designed primarily to enable present and potential union officers, and members of labour organizations, to gain a comprehensive knowledge of the union movement and its relationship to Canada's economic, political and social framework.

Most of the funds will go to independent unions ($248,000 available) to expand existing labour education activities or to develop new educational projects for their members. The remaining $51,000 will provide bursaries to individual union members who want to improve their educational qualifications in the interest of a more effective discharge of their union responsibilities.

The maximum grant to independent unions will be based on the certified membership at the time of the application and the per capita amount will depend on the number of requests submitted by labour organizations. Individual union members must apply for a bursary through and with the support of their unions. The maximum for any one bursary is $5,000.

Applications for grants must be received by a regional office, or headquarters of Labour Canada, no later than May 1, 1981. Application forms and program specifications are available from all governmental offices.

The Labour Education Program was established in 1977. During the first four years, 218 applications submitted by independent unions and 17 applications for bursaries were processed by the Department. A preliminary evaluation, covering the first two years of the program, was completed recently by two independent contractors.
Benchmark Jobs

The following clerical Benchmark Jobs are being presented to the Peak Arbitration Board as being representative of the work performed by HEU clerical members. They are listed by job family. (The listing is not final and may be amended.)

MEDICAL RECORDS
Medical Records Technician
Medication Stacker
Medical Stenographer Supervisor I and II
Medical Records Technician

COMMUNICATIONS
Switchboard Operator
Head Switchboard Operator
Messenger
Information Clerk

ADMITTING
Admitting Clerk
Senior Admitting Clerk
Supervisor of Admitting
O.R. Bookings Coordinator
Assistant O.R. Bookings Clerk
Bed Booking Clerk

PAYROLL/ACCOUNTING
Payroll Clerk
Assistant Payroll Supervisor
Payroll Supervisor
Timekeeper
Cashier
Head Cashier
Accounts Receivable Clerk — Manual and Computer
Accounts Receivable Supervisor
Accounts Payable Clerk — Manual and Computer
Accounts Payable Supervisor
Statistics Clerk
Account I to X

Clerk II — Business Office
Clerk IV — Business Office
Supervisor of Business Office

CLERK/CLERK STENOGRAPHER
Clerk
Clerk II
Clerk III
Stenographer III
Clerk IV
Stenographer IV
Clerk V
Stenographer V

Assistant Administrative Officer
Administrative Officer
Post Office Clerks

COMPUTER OPERATOR/KEY PUNCH OPERATORS
Data Control Clerk
Librarian
Document Control Clerk
Production Control Clerk
Trainee Computer Operator
Computer Operator I, II, III
Analyst Trainee
Program Analyst I, II, III
Operator Data Processor I — V
Operator Data Key Punch I — V

PURCHASING/PRINTING
Invoicing Clerk
Equipment Control Clerk
Assistant Buyer
Inventory Clerk
Stock Records Clerk
Printing Clerk I and II
Printing/Graphic Clerk
Office Equipment Operator

MISCELLANEOUS
Scheduling Clerk
X-Ray/Lab Clerk
Capital Equipment/Building Clerk
Coordinator of Volunteers I and II
Material Management Clerk I and II

Medical Record Technician

Cancer Control Unit members Donna Hazel (left) and Sandra Starchuk (right) will be witnesses during hearings to determine the classification system. Donna is a cytology clerical supervisor and Sandra is a data entry supervisor at the Cancer Control Agency of British Columbia.

New Inserts Available For Member's Kit

New inserts for the HEU member's kit distributed last year are now available to Union members.

Also included in the kit is a complete and updated information regarding holidays, leaves of absence, working hours, benefits, job protection, medical and dental coverage, severance and pension provisions.

The kit contains very important information that is valuable to the well-being of each HEU member both on and off the job. If you have not received your kit, please contact your shop steward.

Doreen enjoys benefits

Doreen Miller, a long-time Union member at Kelowna General Hospital, is a good example of how a hospital employee benefits from being an HEU member.

Doreen has worked at Kelowna General for over 32 years and is only 51 years of age. Because of her seniority at the hospital, this year she will receive nine weeks of paid vacation. In addition to her nine weeks, Doreen is entitled to ten days vacation with pay because she has 30 years of continuous service at the hospital.

"When someone mentions how long I've worked here, I find it hard to believe myself. I certainly enjoy my nine weeks of holidays and I think after a person has worked at the same place for 30 or so years, he or she is certainly entitled to a decent vacation," Miller said.

The Guardian

Doreen has been a regular in the hospital's housekeeping department since 1949 and she says that conditions at the hospital have changed over the years.

"It sure is no coincidence that things have changed for the better around here because of the Union. I can't honestly say I'd be getting all these weeks of holidays if I wasn't a member of HEU," she said.

Doreen also worked for a year in the hospital's dietary department before being transferred to housekeeping, where she has been ever since.

"The years have gone by too fast, but I suppose a person has to work some place and as it has turned out I'm glad to be where I am,"
Participating with classification review

HEU Witnesses Before The Peck Board

Leslie Siembida (left), Sheila Cunningham (centre) and Lila Moser have appeared as witnesses before the Peck Arbitration Board convened to determine the classification system. All three Union members work at Royal Columbian Hospital in New Westminster.

Joan Davis is one of the many Union members who have appeared as witnesses before the Peck Arbitration Board convened to determine the classification system. Joan is a clerk IV in the Rehabilitation Services Department at Lions Gate Hospital.

Gail Massay (left), David Kimig (centre) and Chris Ferguson will appear as witnesses before the Peck Arbitration Board on the issue of classification. Gail, David and Chris are all members of the HEU Vancouver General unit.

Elva Radlke is a clerk in the x-ray department at Victoria General Hospital. Elva has been a witness during recent hearings before the Peck Tribunal to determine the classification system.

Jenny Lafette, an HEU member in the Union's Shaughnessy Unit, has appeared as a witness during the Peck Tribunal hearings to determine the classification of clerical hospital employees.

The Guardian is always looking for pictures from units outside Greater Vancouver. In order for The Guardian to have a truly province-wide appearance, it is necessary to have photographs from all over the province.

If you would like to see a photograph of a recent unit member induction, or a unit party or any unit function, please pass along the photo to the Provincial Office care of The Guardian. Most colour snapshots can be reproduced so please don't hesitate to send them along to us.

Union members Dawn Jampolsky (left) and Brenda Walton have appeared as witnesses before the Peck Arbitration Board to determine the classification system. Dawn is a supervisor in the outpatient department of Shaughnessy Hospital and Brenda Walton is an accounting clerk at Royal Columbian Hospital.
HEU Unit Officers

The Mount St. Francis Unit elected officers for 1981 are: Nancy Logan, Chairperson; Deidre Voigts, Vice-Chairperson; Audrey Phillips, Secretary-Treasurer; Kathleen Craig, Trustee; Wendy Hoekstra, Trustee; Charlotte Weirich, Trustee; Donna Weaver, Conductor.

The Menno Unit elected officers for 1981 are: Cheryl Fast, Chairperson; Helen Stobbe, Vice-Chairperson; Irene Brahe, Secretary-Treasurer; Alice Ibariez, Trustee; Freda Toews, Trustee; Joai Lueke, Trustee; Margaret Lead, Conductor; Eric Bergan, Wardens.

The Bums Lake Unit elected officers for 1981 are: Margaret Claassens, Chairperson; Doris Angrick, Vice-Chairperson; Donna Payton, Secretary-Treasurer; Margaret Martens, Trustee; Ruth Hoffman, Trustee; Margaret Payton, Conductor; Mary Teasde, Wardens.

The Mackenzie Unit elected officers for 1981 are: Margaret Coleman, Chairperson; Marie Crooks, Vice-Chairperson; Chuck Moore, Secretary-Treasurer; Dorothy Voss, Trustee; Barbara Miller, Trustee; Marie Peterson, Trustee; Nellie Labou, Conductor; Linda Hemmen, Wardens.

The Mission Unit elected officers for 1981 are: P. Donan, Chairperson; Sylvia Hansen, Vice-Chairperson; Wendy Hart, Secretary-Treasurer; Flora Rusch, Trustee; Marie Boisvert, Trustee; Mike Robertson, Trustee; Vera Stolz, Conductor; Wendall Smith, Wardens.

The Mount St. Paul Unit elected officers for 1981 are: Chris M. Sidway, Chairperson; Voight Peter, Vice-Chairperson; Dorothy J. Heitzman, Secretary-Treasurer; Janet Molson, Trustee; Sharon White, Conductor; Janet McAllan, Wardens.

The St. John’s Unit elected officers for 1981 are: Gerry Vincent, Chairperson; Debbie Clark, Vice-Chairperson; Jean Clark, Secretary-Treasurer; Barbara Reindoldt, Trustee; Trudy Porte, Trustee; Cathy Rigby, Vice-Conductor; Conductor; Reina Donlin, Wardens.

The Yucalac Lodge Unit elected officers for 1981 are: John Gaudet, Chairperson; Kay Dacagny, Vice-Chairperson; John Girard, Secretary-Treasurer; Joyce Gustafson, Trustee; Lue Runley, Trustee; Maggie Turtle, Conductor; Rob McKenzie, Wardens.

The Maple Ridge Unit elected officers for 1981 are: Mary Vogel, Chairperson; Wendy Visen, Vice-Chairperson; Alice Jonatene, Secretary-Treasurer; Tim Hogarth, Assistant-Secretary; Del Crosby, Trustee; Viv Periard, Trustee; Eileen Luna, Trustee; Ellis Weisman, Conductor; Jean Blyth, Wardens.

The Parkridge Unit elected officers for 1981 are: bev Catts, Chairperson; Ann Nightingale, Vice-Chairperson; Laura Shipalefsky, Secretary-Treasurer; Grace Dunling, Trustee; Beth Krukhoff, Trustee; Lienee Tereu, Trustee; Lillian Shigeta, Trustee; Ruth Teumer, Warden.

The Penticton Retirement Service Unit elected officers for 1981 are: Marina Warman, Chairperson, Allison Holt, Secretary-Treasurer; Trudy DeKock, Trustee; William Louden, Trustee; Edith Saunder, Trustee; Darlene Zimmler, Conductor; Irene Ewing, Warden.

The St. Paul’s Unit elected officers for 1981 are: Robert Standley, Chairperson; Gail Bodson, Vice-Chairperson; Peter Stokes, Secretary-Treasurer; Nick Bickford, Trustee; Betty Lockwood, Trustee; Tom Knowles, Trustee; Paul Stobie, Conductor; Kathleen Mann, Warden.

The Squamish Unit elected officers for 1981 are: Lynn Aitken, Chairperson; Debbie Hughson, Vice-Chairperson; Dorothy Quimmin, Secretary-Treasurer; Martha Fors, Trustee; Mary Stocks, Trustee.

The New Vistas Unit elected officers for 1981 are: Len McKee, Chairperson; Lyde Roeg, Vice-Chairperson; Shirley Baker, Secretary-Treasurer; Eva Wollenberg, Trustee; Morag Paar, Trustee; Cindy Austin, Trustee; Gloria Fincham, Conductor; Cathy Duclos, Warden.

The Terrace Unit elected officers for 1981 are: Kay Hepworth, Chairperson; Cynthia Mair, Vice-Chairperson; Betty Mistel, Secretary-Treasurer; Sharon Beard, Trustee; Renee Cox, Trustee; Tosha Obesuce, Trustee; Anne Elkow, Conductor; Rita Thompson, Warden.

The Campbell River Unit elected officers for 1981 are: Helen Appleton, Chairperson; Pauline Garrett, Vice-Chairperson, Sister Eileen, Secretary-Treasurer; Darlene Wilson, Trustee; Phyllis Baxandall, Trustee; Rose Porter, Trustee; Irene Ross, Trustee.

The Nakusp Unit elected officers for 1981 are: Barbara Bargery, Chairperson; Jane Hale, Vice-Chairperson; Dorothy McDonald, Secretary-Treasurer; A. Witt, Secretary-Treasurer; Oline Arndt, Trustee; Lutish Kirk, Trustee; Launa Thompson, Trustee.

The Aberdeen Unit elected officers for 1981 are: Heather McDonald, Chairperson; Cathy Velti, Vice-Chairperson; Jean Darnell, Secretary-Treasurer; Bertha Graham, Assistant-Secretary; Lilian Breersink, Trustee; Jemmy Armati, Trustee; Linda Carter, Trustee; Marilyn Ex, Warden.

The Red Cross Unit elected officers for 1981 are: Len Lithco, Chairperson; Helen Douglass, Vice-Chairperson; Bruce Matson, Secretary-Treasurer; Rita Sampson, Assistant-Secretary; Ingrid Jahnen, Trustee; Susan Armstrong, Trustee; Mary McCann, Trustee; Evelina Tait, Conductor.

The Vernon Unit elected officers for 1981 are: Henk Verker, Chairperson; Kathy Bond, Vice-Chairperson; Elaine Neill, Secretary-Treasurer; Jim De Vos, Assistant-Secretary; Louise Turner, Trustee; James Richardson, Trustee; Susan Kuneeva, Trustee; Bill White, Trustee; Paul Mackiwch, Warden.

The Willowhaven Unit elected officers for 1981 are: Eva Booras, Chairperson; Lee Malekoff, Vice-Chairperson; G. Bonner, Secretary-Treasurer; Doris Kirby, Trustee; Betty Goldsworthy, Trustee; Pearl Steiner, Warden.

The Port McNeill Unit elected officers for 1981 are: Jan Serafini, Chairperson; V. Washam, Secretary-Treasurer.

The Gorge Unit elected officers for 1981 are: Russell Worland, Chairperson; Vida Waltz, Vice-Chairperson; Pat River, Secretary-Treasurer; Barb Millay, Assistant-Secretary; Ken McLoughlin, Trustee; Audrey Fischer, Trustee; Conrad Mason, Trustee; Dave Nightingale, Conductor; Bob Lockyer, Warden.

The Ashcroft Unit elected officers for 1981 are: Marie Basake, Chairperson; Shirley Touhey, Vice-Chairperson; Ruth Bakshi, Secretary-Treasurer; Shirley Nameth, Trustee; Hazel Touhey, Trustee; Dan Hayda, Trustee; Barb Desjardins, Conductor; Doris Davie, Warden.

The Parkholm Unit elected officers for 1981 are: Marilyn Porter, Chairperson; Susan Adams, Vice-Chairperson; Valerie McCally, Secretary-Treasurer; Margaret Ross, Trustee; Jeanette Kohut, Trustee; Evelyn Buck, Trustee; Helen Salway, Conductor; Gladys Galway, Warden.

The Salmon Arm Unit elected officers for 1981 are: Frank Hale, Chairperson; Stan Bonn, Vice-Chairperson; Dorothy Schiey, Secretary-Treasurer; Alice Diks, Trustee; Ian Hayes, Trustee; Jean Edwards, Trustee; Duane Perry, Conductor; Darwin Pederson, Warden.

The Rose Manor Unit elected officers for 1981 are: Doug Behsels, Chairperson; Laurie Brown, Vice-Chairperson; Willco, Secretary-Treasurer; Marry Querette, Trustee; Corinne Lyon, Trustee; Elizabeth Westoff, Trustee; Suzana Van Den Hoven, Conductor; Joan Carr, Warden.

$140.5 Million Approved
For Hospital Workers

Cabinet has approved a war for $140.5 million to meet the cost-of-service increases and wages awarded hospital workers last year, according to B.C. Health Minister Jim Nielsen.

A Cabinet memo in February quoted Nielsen saying that wages, including signing bonuses, was 4.2 per cent over the contract settlement.

The total additional cost to the taxpayers of British Columbia of last year's contracts will be in the neighborhood of $180 million for fiscal year 1980-81 alone, he said. "About $40 million was available elsewhere in the health minister's budget, enabling us to limit the wage cost to $140.5 million."

Nielsen said the average daily cost of hospital care per patient is now close to $200.
Photos from a servicing trip

Trail, Revelstoke, Rossland and Kelowna

The table officers elected for the Trail Unit this year are (from left): Joan McCumber, Secretary-Treasurer; Sid Deslaurier, Vice-Chairperson; June Brodburn, Chairperson.

Members of the Moberly Park Unit gathered in February for this Guardian photograph. The members work at the Moberly Park Manor, a long-term care facility in Revelstoke.

HEU members at the Revelstoke Unit read through the February issue of The Guardian during a recent visit from their Union staff representative, Marion Perry. The members work at the Queen Victoria Hospital in Revelstoke.

A clinical committee has been formed at HEU’s Rossland Unit to assist with the Union’s participation in the classification system review before the Peck Arbitration Board. Pictured here are (from left): Marie Christiansen, Eileen Cantinotl and Connie Berisha. Marie, Eileen and Connie work at Mater Misericordiae Hospital in Rossland.

Union members at Kirk Manor in Trail are awaiting a first contract that is being negotiated with the Government Employee Relations Bureau (GERB). The HEU Unit was granted its certification in 1980.

The photos that appear on Pages 10 and 11 were taken by HEU staff representative Marion Perry during regular Unit servicing trips.

These newly-elected Revelstoke Unit table officers at Queen Victoria Hospital recently posed for The Guardian camera. (From left): Wendy Bolan, Secretary-Treasurer; June Hayes, Trustee; Jessie Olson, Vice-Chairperson; Jean Owen, Trustee and Liz Tula, Conductor.

Doreen Miller, an HEU member at Kelowna General Hospital, has worked more than 32 years at the Okanagan hospital. Doreen, 51, has been a regular in the housekeeping department since joining the hospital in 1948.
To February Unit meetings

Visits Through The West Kootenay and Golden

Three new HEU members were initiated into the Union at a Willowhaven meeting in Nelson Feb. 18. The new Willowhaven Unit members are: (from left) Juanita Heigre, Janet McCulloch and Debbie Greenwood.

Wiliowaven Unit Shop Steward Dick Doorshoof put forward a number of concerns at the Unit's meeting Feb. 18.

HEU members in the Golden Unit gathered in February for a Unit meeting. Several issues were discussed at the meeting with their Union staff representative Marion Perry.

Three HEU members in the Mount St. Francis Unit were formally initiated into the Union at a meeting in Nelson Feb. 18. (From left) Elaine McLane, Dietary; Pern Azam, Nursing; Echo Kerr, Clerical.

Three HEU members in the Kootenay Unit held its regular Unit meeting on Feb. 16 in Nelson. Twenty-one (21) HEU members in the Unit were present for the meeting.

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**LETTERS**

**Thanks From Hope**

**Dear Sir,**

We are writing to thank you for asking us from Fraser Canyon Hospital to sit on the HEU arbitration hearings this past month.

Because of attending these hearings, we now have a much better understanding of the massive task HEU and Mr. David Fairley have undertaken to classify clerical workers. Mr. Fairley is doing a marvellous job in our opinion and we do not think you could have employed a better man to do the job.

Thank you again for allowing us this opportunity.

Kathryn Crimmin
Amped
Hope Unit

**Praise For Fairley**

**Dear Mr. Grower,**

I have just returned from the Peck Arbitration hearings in Vancouver and I would just like to let you know how much I appreciate having been asked to be a representative. After having set through the hearings February 23rd & 25th, I can now understand the enormity of the job HEU has in trying to get this matter settled to everyone's satisfaction.

I can see now just how hard the Union is working to get this matter settled and the tremendous amount of work that has already been done. I especially appreciate Mr. David Fairley doing a wonderful job on behalf of the unclassified members of the Union. I was very impressed at the way he examined each witness, making sure nothing was left unaided.

Once again I would like to thank you for this opportunity and I can assure you I will do my best to let everyone in my hospital know what a great job everyone in Vancouver is doing for us unclassified members.

Yours sincerely,

Barbara Gannon
Bursary Award Winner

**Dear Sir,**

I would like to sincerely thank the Hospital Employees Union for selecting me as recipient of the Edward James Ashton Memorial Award.

As I'm sure you are aware, the $1,000 award will cover tuition and books for one year and will enable me to complete my Bachelor of Education degree by next summer.

I gratefully appreciate your recognition of my efforts.

Barbara Gannon
Bursary Award Winner

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**LETTERS**

**Love Bombs For Union Member**

It is not every day that a person is featured in a nation-wide magazine story and for Patricia McGeorgie, a HEU member at Surrey Hospital in Vancouver, the story is indeed a happy one.

Patricia, a purchasing clerk at Shaughnessy, was one of several persons interviewed by Today Magazine (Feb. 14) on the subject of long-distance romance.

She had met Bob Shearman, of Eastler, England, last June and they subsequently fell in love. Unfortunately, however, Bob was only in Canada for a four-month holiday and they were soon separated when he had to return to England.

"The whole story was very well done and it dealt with something (long-distance romance) that can be a very trying and emotional experience," McGeorgie told The Guardian.

"Luckily for us, the relationship has stood not only the test of time, but of separation as well. Bob is now in the process of applying through British immigration so he can take a job here in British Columbia."

The process of clearing government immigration is a long and involved procedure, as Patricia is finding out for herself.

"It has taken so much time and there are so many papers and red tape to go through that sometimes they say, more too, it's going to end. But we're hopeful and it looks as though Bob could be here in the spring."

**Address Reminder**

Union members who are corresponding with the HEU Provincial Office in Vancouver are reminded that the office address is no longer 638 W. Broadway.

Some of the old stock of paper being used by the Union has the previous address of the Provincial Office mentioned above.

Your correspondence will arrive at Union Headquarters much sooner if you always use our current address — 2286 West 12th Avenue, Vancouver V6K 2N5.

Pat McGeorgie, an HEU member at Shaughnessy Hospital in Vancouver, was featured in a nationwide magazine story on long-distance romance last week. At work she is a purchasing clerk, and at home she is a long-distance girlfriend.

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**LETTERS**

**HOSPITAL PATIENTS DON'T FORGET NORM**

Norm Urquhart was born in England 12 years ago and to hear him tell it he has never regrettied a single day.

"I started at the old Veterans Hospital next door to Royal Jubilee back in 1968 because I was out of work at the time. But after I started work at the hospital, I knew I'd never get into it," says Norm.

Urquhart, who came to Victoria from Glencoe, Ontario in 1966, finds his work at Royal Jubilee gives him a great deal of satisfaction.

"It's very fulfilling job in many ways. Everything I do for a patient is helping him or her in some way and that makes me feel good.

A lot of the patients at Royal Jubilee that have come into contact with Norm do not forget him once they leave the hospital.

"They come up to you right on the street and start shaking your hand. At first, I don't remember them but after talking for a few minutes it all starts to come back. Sometimes though, I won't remember the patient or doing a lot of talking to avoid admitting I can't remember the person."

There are some experiences at the hospital that Urquhart will forget.

"One happened about five years ago. I think I know about it now but it was pretty embarrassing at the time. I was working nights and this woman, in her fifties, had been having heart attacks getting herself back in bed. The nurses were having a little trouble with her so I approached the woman. She said, 'All right, sweetheart, let's get into bed.' The next thing I knew the woman was trying to pull me into the bed with her. I felt really uncomfortable but the nurse nearly split her laughing.

Urquhart is a regular at Royal Jubilee Unit meetings and has his opinions on how they can be improved.

"I don't mind going to the meetings but there's a lot of wasted time when people beat a subject to death. It members would say less and put more stress on what they say, more things could be covered and the meeting would be a lot more interesting for everyone involved.

Norm sometimes attends meetings with his wife Doreen, a licensed practical nurse at the hospital and an HEU member. "Yes, we go to meetings together but we're smart enough to leave the hospital's problems at the hospital. Unless something funny has happened, we usually never bring it home with us.

Actually it was at Royal Jubilee that Norm met his wife Doreen. As is often the case with romances they know and worked with each other for some time before love eventually bloomed.

We both live on the same floor for six months and rarely even bump into each other. It wasn't until I was transferred to another ward that I thought it might be a good idea to ask her out. We went on a couple of dates and after a while it led to marriage.

Norm and Doreen live right in Victoria in a house that they bought eight years ago.

"I've done a lot of the work on the place myself and I've been at it for nearly eight years and it's still not quite finished. I do enjoy putting around with house projects though," says Urquhart.

Norm has two children, 25-year-old Linda and 22-year-old Tim and though he's only 49, he has two grandchildren, one aged three and the other two years old.

One of the new wrinkles of married life in this day and age, with the husband and wife out working, is arranging meals when both parties are working different shifts. Norm says the microwave oven is his gift from heaven.

"Our shifts rarely coincide so I suppose I'll have to wait until there's no microwave. Doreen will prepare something in the afternoon when she's working so that when I come home I just have to heat it up and eat it. For a working couple, a microwave is practically a necessity.

Norm has been working for the past five years on the cardiac ward. He says sometimes it can be a very difficult job trying to cheer up people admitted as cardiac patients.

"They come in with heart attacks and some figure they're going to die so it's very hard to boost their spirits. Others, however feel like talking because they think they've been so close to death, I try to make each person feel comfortable because after all it could be me in that bed in a couple of years."

**LETTERS**

**A CARDIAC WARD ORDERLY**

Hospital Patients Don't Forget Norm

Norm Urquhart, an orderly at Royal Jubilee Hospital in Victoria, works on the hospital's cardiac ward. Norm, whose wife Doreen is also an HEU member, says that his job is very fulfilling and he is rarely forgotten by patients he has come into contact with.