For membership consideration

Wage And Contract Demands Formulated

The list of Unit contributions as follows:
Tofino, $100; Chetwynd, $320; Delta, $325; Clearwater, $100; Kiwenta, $250; Maple Ridge, $500; St. Paul's, $1,000; Cancer Control, $300; Williams Lake, $100; Sunnystill, $200; Williams, $200; Mackenzie, $150; Kamsack, $300; Lillooet, $300; Osoyoos, $75; MSA, $400; Fort St. John, $300; Kelowna, $200; Langley, $200; Pittetten, $200; Comox Lake, $100; Vancouver General, $3,000.
The Comox Lake Unit, in addition to their $100 contribution, has pledged $30 per month for the continuation of the strike.

HEU Standard Awarded At Four Private Hospitals

Two arbitration boards have awarded HEU members at four privately-run health care facilities wages and benefits similar to the HEU Master Agreement.

An April 13th award brought wages and benefits at Nor- man, Kelowna and Willing- ton Private Hospitals to the HEU standard.
The award followed and improved upon the precedent set by the Mount Paul (Kam- loops) arbitration award Feb. 23. A fourth private hospital, Edith Cavell in Vancouver, was affected by an arbitration award April 2 that tied wages and benefits to the HEU standard under the Master Agreement.

We have reached the con- clusion, subject to relatively unimportant qualifications, that the members of the Hospital Employees' Union employed at Edith Cavell Hospital should receive the identical wages and benefits specified for the fellow Union members under the terms of the 1987-81 Master Agreement between the Health Labour Relations Association of B.C. and the Union, in the 1983 Court award.

HEU Secretary - Business Manager Jack Gorov said the two recent awards, as well as the Mount Paul award, firmly establish the HEU goal of one fair and reasonable standard for all B.C. health care workers.

"It should now be clear to everyone that a standard has already been established regarding wages and benefits. In the future HEU will not settle for anything less than this standard in negotiations with health care employers. Independent arbitration boards have recognized that the HEU standard is a fair and equitable return to workers in the health care field," said Gorov.

Finnish Rest Home Agreement

HEU members at the 56-bed Finnish Canadian Rest Home in Vancouver have ratified a contract with the facility.
The Unit members at the health care facility ratified the agreement, based on HEU's Master Agreement, in a vote taken April 14.

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Hearings to determine the classification of clerical employees in June, according to Tribunal Chair- man Ed Peck.

In a letter to HEU, Peck said he would like to see both HEU and HR&LA conclude their argu- ments by the end of June so that the tribunal can commence deliberations in July.

"Should the case proceed slowly in June, we will want to meet on Saturdays and also conduct some evening hear- ings, if necessary, to meet our overall objective," wrote Peck.

HR&LA has rejected the prop- osal of evening and Saturday hearings.

HR&LA spokesman G. S. Aus- tin said HR&LA will not hold a hearing more than once a month.

HR&LA’s Secretary- Business Manager Jack Gorov said the Union welcomed evening and weekend hearings.

"If that’s what it takes to finish the classification of clerical employees, then that’s what we must do," said Gorov.

"Our contracting parties have already waited too long. If HR&LA doesn’t understand that and refuses to cooperate, then HR&LA will be solely responsible for any repercussions."

Units To Re-submit Demands

It is the responsibility of HEU to re-submit the bargain- ing demands they tabled at our 12th Biennial Conven- tion last summer for the upcom- ing Eighth Provincial Wage Policy Conference in Vernon this October.
Government Puppets

Bill 16, the government legislation currently waiting for third and final reading in Victoria before becoming law, includes a provision for compulsory arbitration that will send British Columbia back into the dark days of collective bargaining.

The bill has been drafted with the intention of ending the contract dispute between B.C. doctors and the provincial government. But there is fear among many that provisions of the bill will be spread to every public sector union and employer in the future.

HEU opposes any form of compulsory arbitration and stated so in media advertisements in April when we urged the provincial government to take a second look at Bill 16. The record of compulsory arbitration, not only in B.C. but throughout the industrialized world, is indeed a disastrous one.

It does not take much to remember W.A.C. Bennett’s infamous Mediation Commission. The idea was to settle collective agreement disputes by compulsory arbitration through a standing tribunal hand-picked by the provincial government. Of course, the commission was short-lived because both labour and management are generally opposed to compulsory and non-independent tribunals.

Besides HEU’s opposition to Bill 16, the Registered Nurses’ Association of B.C. (Labour Relations Division) sees the danger in the legislation. “The government wants to dictate who would arbitrate and how... and the correct word is arbitrary and not arbitration,” was how the RNABC described the bill in April.

“Bill 16 is the kind of heavy-handed legislation that leads inevitably to greater divisions within society. This is more than an attack on doctors, it is a serious threat to all groups that deal with the government and its agencies,” said the RNABC. And HEU couldn’t agree more.

Arbitrators selected by the government under such a bill would be nothing more than puppets, with their strings being pulled by Finance Minister Hugh Curtis and the Treasury Board. The Mediation Commission by installment would be another way of describing it.

The arbitration process for settling collective bargaining disputes works only if the employees choose arbitration as opposed to job action, and if both sides agree to the arbitrator. Any hand-picked government tribunal set up to resolve a contract dispute would not conceal government manipulation.
HEU To Seek Damages In Crestwood Closure

The Hospital Employees' Union announced April 13 it would continue with legal action to seek damages as a result of the closure of the Crestwood Guest Home in Maple Ridge, according to HEU Secretary-Business Manager, Jack Gerow.

“We have instructed our lawyers to sue the owners of Crestwood as well as the Board which administers the Community Care Facilities Act because of the flagrant violation of the law in the way Crestwood was closed,” said Gerow.

“This Board, which is set up by the Ministry of Health, is supposed to administer the law which states that residents are entitled to 12 months' notice in the event of closure. The residents and staff were informed the place was closing March 26 and it was shut down in eight days,” said Gerow.

He said it is obvious to the Union that the Ministry of Health had made every effort in assisting to close the Maple Ridge facility in the shortest possible time.

A news release issued March 26 by Health Minister Jim Nielsen stated, "Crestwood was moving residents and furniture in their own cars."

Gerow called the Ministry's actions "a breach of duty."

"The Minister said in his March 26th news release that the so-called problem of Crestwood had been resolved to everyone's satisfaction. We would hardly call lawsuits initiated on behalf of the residents, staff, and the Hospital Employees' Union against Crestwood and the Board to be an indication of a satisfactory settlement of the problem."

Gerow said he found it shameful that the Ministry staff would "scour around in their own cars moving residents and furniture" just to avoid the Union’s injunction to keep the facility open.

"If the Minister and his staff are intent on disregarding the law of the province, our Union will take up the cause of residents' rights not only at Crestwood, but also at every other similar health care facility in B.C.," added Gerow.

In dealing with the Union's injunction application April 3rd, Judge Bruce MacDonald stated: "The maintenance not only of the health of the residents, but also their spirit, dignity and actions, is clearly the purpose of the Community Care Facilities Act."

Members honour picket line

Work Stoppage At Cancer Control

Over 100 HEU members at the Cancer Control Agency of B.C. honoured a legal picket line at the Vancouver facility April 7 and stopped work at the cancer treatment centre that morning by an employee of Comcare Ltd. of Vancouver, a non-union company which has provided strike breakers to the management of Windermere Central Park Lodge during the HEU strike at that health care facility in Vancouver.

Although some Union members did not understand the reasons for the picket line, which started before noon and lasted until about five p.m., most HEU members did understand and were strongly supportive of Windermere Unit members in their contract dispute with the owners of Windermere Lodge.

Debbie Lawrance and Debbie Holley told The Guardian during the work stoppage and both agreed it was well worth the loss in wages.

“They are in our Union so it seems unfair to me that they are not paid the same wages as we are,” said Holley, a clerical-typist.

“I don’t mind losing the wages to support them because after all it could be me who needs the support sometime down the line. I don’t know how an employer can expect someone to live on $4.50 an hour in B.C.,” added Holley.

A messenger at the Cancer Control Agency, said she was appalled by the wages paid to the Windermere HEU members.

“It’s pretty sick that someone would pay that wage ($4.50 per hour) in Vancouver. I personally didn’t mind losing my pay today although I know there are some who did. I feel it is a small contribution I can make to help those workers,” said Lawrance.

A petition was signed during the work stoppage by members of the Cancer Control Unit the same day and sent to Health Minister Jim Nielsen.

The petition read: "We the undersigned are writing to you to protest the treatment and lack of justice being shown to the employees at the Windermere Central Park Lodge, who have been forced by the Government to take strike action.

"We ask you to support their right to a fair and just settlement and that it should be brought about by arbitration."

LRB To Hear Union Appeal

The Labour Relations Board scheduled May 5 to hear an HEU appeal of a March LRB decision on the matter of whether Windermere Central Park Lodge was defined as a hospital for the purposes of the Essential Services Disputes Act.

The result of the HEU appeal was not available at Guardian press time.

The LRB ruled March 26 that Windermere was not a hospital for the purposes of the Essential Services Act and that there was not a majority of employees at Windermere who have as their principal duties the health care of patients.

Lawyers for HEU based their appeal on the point that anyone assaulted under the Long Term Care program at the intermediate care level or higher should be considered a "patient" under the B.C. Hospital Act and therefore any facility with two or more patients is a "hospital" consequently covered by the Essential Services Disputes Act.

Members of HEU’s Windermere Unit took strike action at the Vancouver health care facility April 4. If the LRB were to rule in the appeal that the service provided by HEU members at Windermere fell under the Essential Services Disputes Act because that the facility was a "hospital", HEU would imme-

Dietary Next To Be Classified

Dietary committees are now in the process of being set up within HEU Units for the purposes of the upcoming classification of dietary employees.

The dietary job families are cooks, dietary aides, kitchen helpers, food service supervisors, lead hands, dietary stores, food production supervisors, tally aides, cooks' helpers and nutrition, formula and beverage workers.

The dietary committees will record employee job titles and job descriptions and pass them along to the Federal Office. HEU has made arrangements with HRBA to negotiate classifications.

The information from the Unit committees will be used by HEU’s bargaining committee during the negotiations with HRBA.

The committee is attempting to negotiate a settlement of dietary and other classifications rather than going through the slower Pesk Tribunal arbitration.
Among recommendations

Cleaner Rate Should Be Base

HEU's Equal Pay Committee passed several recommendations to the Provincial Executive at its meeting in April. Among the recommendations was a proposal that the base rate of pay be the Cleaner rate.

Committee members felt the base rate of pay should be established on the male cleaner rate because women shouldn't be forced to work for less than a man is willing or able to work for.

Another recommendation passed was to achieve equal job access for women employees in the industry.

HEU's Equal Pay Committee also recommended that a clause policing sexual harassment be included as a contract proposal to be considered by Local members before the Union's wage policy conference.

Extended Health Plan Being Underutilized

The utilization of the extended health plan that covers hospital, dental, and prescription drugs, is "abnormally low," according to David Schreck, General Manager of the CU&C Health Services Society.

"It's not exactly what the reason is, but it could be because employees are not submitting their claims to us," Schreck said.

The CU&C Health Services Society is a non-profit organization that administers extended health and dental benefits to HEU members. HEU members should carefully read both their collective agreement and CU&C brochures for a better understanding of what expenses they are covered for.

He said one possible explanation why many extended health claim benefits are not made is because HEU members may be throwing away the claim blank.

"Those receipts that come attached to a drug prescription are not the equivalent of money. Once those are sent to us before the June 20th deadline, HEU members will receive $10 per reimbursement," said Schreck.

Another example of underutilization is the dental plan. A husband and wife who are HEU members can both claim the same expense under certain circumstances, says Schreck.

At an April 29th meeting, the committee decided that HEU should have such a clause to protect a membership that is approximately 80 percent female.

Committee member Alberta Dorval said the decision to recommend the adoption of a sexual harassment provision in the Master Agreement was "unanimous."

"We are all aware of sexual harassment but we don't hear about it nearly as much as we should because women don't realize they don't have to put up with it," Dorval told The Guardian.

"Our members have to have the protection in the collective agreement. Once we've got it there, women will have more clout in dealing with the ones who do the harassing," she said.

The committee, which was formed last fall by the Province Executive, was formed to deal with the renewed attempts of health care employers underpaying female health care workers.

Other recommendations passed by the committee since its formation:

- Rejection of human rights code as an avenue in seeking to change discriminatory wage rates being paid to women;
- Amending the Essential Services Disputes Act so that arbitrators appointed under the Act are mandated to settle equal pay issues;
- Adoption of "across-the-board" rather than percentage increases;
- Avoid job evaluation since it tends to bring male wages down rather than bring female wages up;
- Rejection of pursuing the increment method to increase wages.

HEU Opposes Double Billing

HEU placed advertisements in the media in April citing its opposition to the proposed practice of double billing by B.C. doctors.

A resolution passed at the last HEU convention called for opposition to such a practice. "HEU believes that such a billing procedure poses a real threat to the medicare system as we now know it that it will eliminate the accessibility of medical care to those who can least afford it," commented Secretary-Business Manager Jack Gerow.

"We, of course, support the doctors' entitlement to the same collective bargaining rights enjoyed by other B.C. workers, including good faith in the negotiating process, the right to withdraw non-essential services and the option to arbitrate disputes voluntarily," said Gerow.

Luther Court Agreement

A tentative agreement has been reached between HEU and the Luther Court Health care facility in Victoria.

HEU members at Luther Court were scheduled to vote on the tentative agreement, which is based on HEU's Master Agreement, in early May. The tentative deal, if ratified, will be a first contract for the Luther Court Unit members.

The Government Employees Relations Bureau (GERB) represented Luther Court management during contract negotiations.

Brother Harrington Remembered

Long-time HEU member Robert Harrington passed away last year at the age of 59 after a bout with cancer.

Brother Harrington, who worked the last six years at the Cancer Control Agency of B.C. in Vancouver, will be remembered as a strong union man, according to Cancer Control Unit Secretary-Treasurer Helen MacArthur.

"He always had a good word for everybody and he served as Vice-Chairperson of the Unit when he had to quit working last year," she said.

Brother Harrington worked at Shaughnessy, Grace, and Vancouver General Hospitals during his working life. He also served for three years overseas during World War II.

Did you know ...

HEU members can apply for an unpaid leave of absence to attach to their annual paid vacation, according to the HEU Master Agreement provisions. Members must give advance notice to their employer for the unpaid leave of absence. The "Employer shall make every reasonable effort to comply with such requests." Article VII, Sections 1 and 2. Pages 29 and 30
"We have to sacrifice" - Vasquez

Members Showing Resilience

Windermere residents report being nutritious.

Contract talks between HEU and representatives for the Windermere Central Park Lodge owners broke off on April 7 after the Windermere representatives refused to meet the Union's standard wage rate of 98 per hour. HEU subsequently filed an unfair labour practice complaint against Windermere for what Secretary-Business Manager Jack Gerow labelled "B.C. Tel-type anti-union tactics.

"It was provocative and outrageous for Windermere to suggest they would agree to our standard wage rate after the Union first secured a per diem increase for them from the Ministry of Health," said Gerow.

"A similar occurrence happened recently with B.C. Tel when the government mediator called off a negotiated B.C. Tel's request for a rate increase in order to trim the union's wage demands unheard of. Well, I guess it's not unheard of anymore. The Telecommunications Workers rejected it outright and so do we.

Windermere Lodge, a wholly-owned subsidiary of the Ontario-based Trizic Corporation, is funded entirely by the Ministry of Health through B.C.'s Long Term Care Program. Trizic is the second-largest property development company in Canada. Clearly Trizic hopes to use the Union as a device to export to Ontario even higher profits, concluded Gerow.

HEU commenced strike activity at the Vancouver health care facility April 4 after the Labour Relations Board ruled that the Essential Services Disputes Act does not apply to the collective bargaining relationship between HEU and Windermere. This LRB ruling forced HEU to take strike action instead of arbitrating under the act.

(HEU's request for an arbitration hearing was granted by the LRB on the grounds that they had not yet fulfilled their obligations to settle the contract at the strike)

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During March hearings

HEU Participants In Clerical Classification

These three HEU members appeared on behalf of the Union at a hearing March 23. From left: Mary Coleman, Macdonald Unit; Valerie Fox, Kamloops Unit; Barbara Davitt, Cancer Control Unit.

Luise Sterne, a medical records clerk at Vancouver General Hospital, appeared as a Union witness at a Peck Arbitration Board hearing March 19 to determine the classification of clerical employees.

Edna Featherly (left) and Joan Miller appeared as witnesses at a hearing March 12. Edna is a clerk III at Victoria General Hospital and Joan is a clerk III at Surrey Memorial Hospital.

Doris McNeil, a nursing administration staff coordinator at Royal Inland Hospital, appeared as a Union witness at a hearing March 16. The Hospital Gazette, May 1981, Page 8.

Four HEU members from northern B.C. Units attended Peck hearings March 5 and 6 as participants. (From left): Debbie Cline, Redcliffs Unit; Taele Skelth, Prince George Unit; Dorothy Erickson, Prince George Unit; Edith Schmidt, Fort. St. John Unit.

Beth Black (left) of Grace Unit, Margaret Kramer (centre) of Maple Ridge Unit, and Kathleen Riggs, of the Langley Unit, attended hearings March 5 and 6. Beth appeared as a Union witness while Margaret and Kathleen attended as Union participants.

Shelby Kusan, an HEU member at Cranbrook and District Regional Hospital, was a participant during hearings March 5 and 6. Jin Arora photo.

Susan Morrison, a Clerk IV at Lions Gate Hospital, appeared as a Union witness at hearings March 5 and 6 before the Peck Board. Jin Arora photo.

Adelle Surerly attended a hearing March 11 as a Union participant. Adelle is a clerk I at Shuswap Lake General Hospital.

Judy Marshall, a receptionist at Royal Columbian Hospital, appeared as witness March 11.
During civic workers' strike

On The Picket Line For Equal Pay

HEU Provincial Executive 1st Vice-President Gordon Meagher walked alongside VMREU members at Vancouver City Hall in support of their strike which began Jan. 30.

Bill MacDonald, HEU 2nd Vice-President on the Provincial Executive, assisted the Vancouver Municipal and Regional Employees Union in their strike against the city of Vancouver by joining the picket line at Vancouver City Hall in April.

Provincial Executive members (from left): Alberta Davies, 2nd Vice-President; Margaret McMahan; Kodums Region Vice-President; Nancy Cardy, Vancouver Island Regional Vice-President; Susan Bunn, 4th Vice-President; Alida Jones, Fraser Valley Regional Vice-President. The five women joined Vancouver Municipal and Regional Employees Union members in April on the picket line at Vancouver City Hall.

Provincial Executive 2nd Vice-President Dennis Jeffery donned an HEU "Equal Pay For Work Of Equal Value" sign in support of the Vancouver Municipal and Regional Employees Union strike against the city of Vancouver. VMREU is seeking equal pay for inside clerical workers with outside labourers.

Bob Davies, HEU Lower Mainland Regional Vice-President on the Union's Provincial Executive, walked the picket line with two VMREU members at Vancouver City Hall. VMREU is seeking parity for clerical members who earned $5.65 before the strike with outside labourers, who earned $8 prior to the strike.
Surjit Keeps Surgery Ward Clean

"I went back two years ago with the kids and saw my parents in Dala, which is in the Punjab region of India. It was only two weeks so the time went very fast and I was very sad when it was time to go."

"My mother visited here in 1979 and she was very impressed with the hospital. She came with my brother but they went back to India after a short visit."

"Surjit said one of the things she still can’t get used to in British Columbia is the snow. "We didn’t have very much this year but I hate the snow. It’s very hard to drive in it when it is very heavy. But other than that, Prince George is very nice."

"It wasn’t just the snow that Brar had to get accustomed to in Prince George, it also was being a member of a union."

"In Dala, there are no unions. It was something strange to me when I first started working. Unions are good because if something is wrong you can say something about it. Back home, there is no criticism because everyone knows nothing will be done."

"Although she misses her relatives, Surjit is happy in central B.C."

"It is a good life here. We make good wages and we have everything we need for our children. It is much better here than in Vancouver where you have to drive too far to go to work."

Conference Call Being Mailed To Units

The Provincial Wage Policy Conference Call will be mailed to HEU Secretary-Treasurers whose Units are covered by the Agreement.

Committee Formed For Job Upgrading

A committee has been formed by the Prince George Unit to deal with training of HEU members at Prince George Regional Hospital. Jim Brammer, Chairman of the committee, told The Guardian that the purpose of the committee is to arrange with hospital management the upgrading and training of Union members.

"The training is important so that the members can be assisted to transfer and advance to other departments in the hospital through the jobs they so plan," said Brammer.

Bar Feran, another committee member and Unit conductor, said there is a great need for this type of upgrading.

"It’s right there in our collective agreement on page 11, so it’s about time we took advantage of it. With all this technological change and other new handy methods of operation, our members need to be trained so they can move themselves into the job they want," said Feran, a 25-year employee of the Prince George Hospital and a long-time active HEU member within the Unit.

The committee was formed in January and is presently formulating its terms of reference before meeting with management.

"We’ll soon be meeting with the Personnel Director of the hospital on the job training basis," said Brammer.

Other members of the committee are Unit Chairperson, Andy Kozlinski and Unit Secretary-Treasurer, Leona Dostal.

Dear Mr. Garow,

We want to thank you for giving us the opportunity to attend the Peck classification hearings on April 1 and 2. It was an interesting and very educational experience. After attending the hearings for two full days, we can appreciate the attention to detail which was demonstrated by David Fairley.

Although we have many impatient and as yet unclassified members waiting at our hospital, we can now explain to them why it is taking so long.

Special thanks to the bargaining committee, Alberts Dorval, Jim Amos, John Weisgerber and Gordon Meagher, who explained to us in Unit the workings of the hearings, introduced us to many new people and who, in general, made us feel at home.

It was also very interesting and somewhat reassuring to note how the Provincial Office just simply "hums" along, with all kinds of activity. Those of us who do not live in Vancouver sometimes wonder at what is happening at the head office, even though we are told through The Guardian and through constant letters, it is not the same as seeing it in person.

We would also like to comment on the recent good quality of The Guardian that is being put out. We like all the pictures and hope that all the Units will begin sending pictures again.

Thanks again for these unique experiences that were shown to us.

Carola A. Schulties Terry L. Siemens Chilwack Unit

Guardian Pictures Pleasing

Dear Sir:

Marilly and I were pleased to see our picture on the front page of The Guardian (April issue). The Guardian is certainly very readable now and so full of pictures. It gives us all a chance to see our brothers and sisters in the Union and reminds us that we are one big family.

We miss Mark Atkinson (former Chairperson) very much and I realize now how much we learned from him. He is such a positive person and made us feel we could lick the world.

The article on the Kamloops Mount Paul situation was very factual and very well done. Keep up the good work.

Tara Salmond Overander Unit Kamloops

Red Cross Unit Demands KKK Action

Dear Sir,

We, the Cross Red Unit of the Hospital Employee’s Union, Local 180, demand that you take immediate and effective action to:

1. allow prosecution of the Ku Klux Klan under Section 29(1) of the Criminal Code;
2. strengthen the legislation if it isn’t already strong enough to ban the Klan;
3. prohibit the distribution of KKK literature, under the Human Rights Act;
4. refuse the Klan registration as a society if they apply for it.

We firmly believe that racist organizations, such as the Ku Klux Klan, have no place in British Columbia and that their presence here must not be allowed to continue!

Helen Douglas

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1. allow prosecution of the Ku Klux Klan under Section 29(1) of the Criminal Code;
2. strengthen the legislation if it isn’t already strong enough to ban the Klan;
3. prohibit the distribution of KKK literature, under the Human Rights Act;
4. refuse the Klan registration as a society if they apply for it.

We firmly believe that racist organizations, such as the Ku Klux Klan, have no place in British Columbia and that their presence here must not be allowed to continue!

Helen Douglas

Chairperson

Chairperson

Royal Cross

Vancouver

((Editor’s Note: The Guardian welcomes letters from members on ANY topic or subject of interest, please send your letter to The Guardian. Letters will be printed, names can be withheld upon the request of the writer.)

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(Mary Brown)

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Dear Sir:

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