

For membership consideration**Wage And Contract Demands Formulated**

Windermere Unit members (from left) Tessie Garcia, Isobel Farrell (Unit Secretary-Treasurer) and Lolita Paco braved snowy conditions in April on the picket line. The strike at Windermere Central Park Lodge in Vancouver, now into its second month, continues because of the Windermere owners' refusal to meet the HEU standard of wages and benefits.

Jim McDowell photo

Contributions close to \$9,000**Units Respond With Support**

HEU Units are requested to give consideration to providing financial support to the 100 Windermere Unit members, now in the second month of their strike against the giant Trizec Corp. of Ontario.

"Union members at Windermere are receiving the basic \$45 per week strike pay under the HEU Constitution and By-Laws. Since many of the members involved are new Canadians and some are single parents, any additional support will be greatly appreciated by the strikers," said HEU Secretary-Business Manager Jack Gerow.

"It's clear to us that the Employer's tactic is to starve out the strikers. Our response to that must be supplementing the strike pay for what appears to be a very long strike," concluded Gerow.

On the strength of Unit donations already received, a strike pay bonus of \$100 per striker was paid out May 1.

Units in the Lower Mainland area could provide valuable morale support by assigning picketers to the Vancouver facility.

"HEU members around the province don't need to be reminded that should we not win the standard wages and benefits, HLRA may try to use this against us in the upcoming provincial bargaining. Therefore, all Union members around the province could be affected one way or another by the result of this contract dispute," added Gerow.

Response to a call for support for Windermere Unit members has been swift from HEU Units around the province.

At Guardian press time, contributions from 23 Units totalled nearly \$9,000.

The list of Unit contributions is as follows:

Tofino, \$100; Chetwynd, \$200; Delta, \$325; Clearwater, \$100; Kiwanis, \$250; Maple Ridge, \$500; St. Paul's, \$1,000; Cancer Control, \$300; Williams Lake, \$100; Sunnyhill, \$200; Willingdon, \$200; Mackenzie, \$150; Kensington, \$300; Lil-

loet, \$320; Olive Devaud, \$75; MSA, \$400; Fort St. John, \$300; Kelowna, \$200; Langley, \$200; Penticton, \$200; Como Lake, \$100; Vancouver General, \$3,000.

The Como 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 Normany, Kensington and Willingdon Private Hospitals to the HEU standard.

The award followed and improved upon the precedent set by the Mount Paul (Kamloops) 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 conclusion, 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 1978-81 Master Agreement between the Health Labour Relations Association of B.C. and the Union," stated the April 2 award.

HEU Secretary - Business Manager Jack Gerow 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 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 Gerow.

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.

There are 26 members in the Unit.

The Provincial Executive, at April meetings, formulated wage and contract demands that will be passed along to HEU Units for consideration before the Union's Wage Policy Conference in October.

According to the HEU Constitution and By-Laws, the Provincial Executive recommendations are to be discussed by Unit members, who will then amend, delete or add to the demands as they so desire.

The recommendations from the Provincial Executive are guidelines for the Units and should not be considered as final.

The list of demands being recommended by the Provincial Executive are as follows:

- no settlement of the 1982 Master Agreement until all unclassified categories are classified;

- establishment of a non-discriminatory base rate of pay based on the Cleaner rate; general wage increase be applied after such non-discriminatory base rate of pay has been established;

- a general wage increase of \$2.50 per hour in a one-year collective agreement;

- elimination of discriminatory increment steps;

- cost of living adjustment of one per cent general wage increase for every one per cent rise in the Consumer Price Index for B.C.;

- 35-hour work week with banking provision of whole days off the job;

- double time for all overtime;

- 12 statutory holidays, including Heritage Day;

- severance allowance of one week's pay for each year of service after 10 years' service;

- group life insurance of \$50,000;

- extended health care plan to include removal of \$25 deductible, removal of co-insurance with 100 per cent reimbursement of eligible expenses, eyeglass coverage, hearing aid coverage, referral transportation and lifetime maximum benefit of \$25,000;

- Union Trust to administer health and welfare provisions;

- no contracting out;

- tenure after two years of service;

- patient-to-staff ratios guaranteeing reasonable levels of work during regular periods and during periods of employee absences;

- protection against sexual harassment;

- human rights protection, including equal job access;

- maternity leave provisions to include 18-week proviso and topping up wages during 18-week period;

- adoption leave provision including six months leave of absence for employees adopting new-born children;

- control over employee assistance programs where such programs exist or needed;

- occupational health and safety protection covering prevention, rehabilitation and compensation;

- expedited arbitration in disciplinary and discharge cases including retention on payroll of employee proceeding to arbitration, and establishment of panel of arbitrators for other arbitrations.

Peck Hearings To Resume in June

Hearings to determine the classification of clerical employees will resume June 1, according to Tribunal Chairman Ed Peck.

In a letter to HEU, Peck said he would like to see both HEU and HLRA conclude their arguments 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 hearings, if necessary, to meet our overall objective," wrote Peck.

HLRA has rejected the proposal of evening and Saturday hearings.

HLRA spokesman G. S. Austin said HLRA "will resist weekend or evening meetings."

"On a case of this importance long hearings place a burden on staff and board personnel that we are not prepared to accept," wrote Austin in a letter to Ed Peck.

HEU's Secretary-Business Manager Jack Gerow 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 Gerow.

"Our clerical members have already waited too long. If HLRA doesn't understand that and refuses to cooperate, then HLRA will be solely responsible for any repercussions."

Units To Re-submit Demands

It is the responsibility of HEU Units to re-submit the bargaining demands they tabled at HEU's 12th Biennial Convention last summer for the upcoming Eighth Provincial Wage Policy Conference in Vernon this October.

"In humble dedication to all those who toil to live"

The Hospital Guardian

Official Magazine of the



**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

Editor: Nuccio Spitale

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Editorial Page



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.

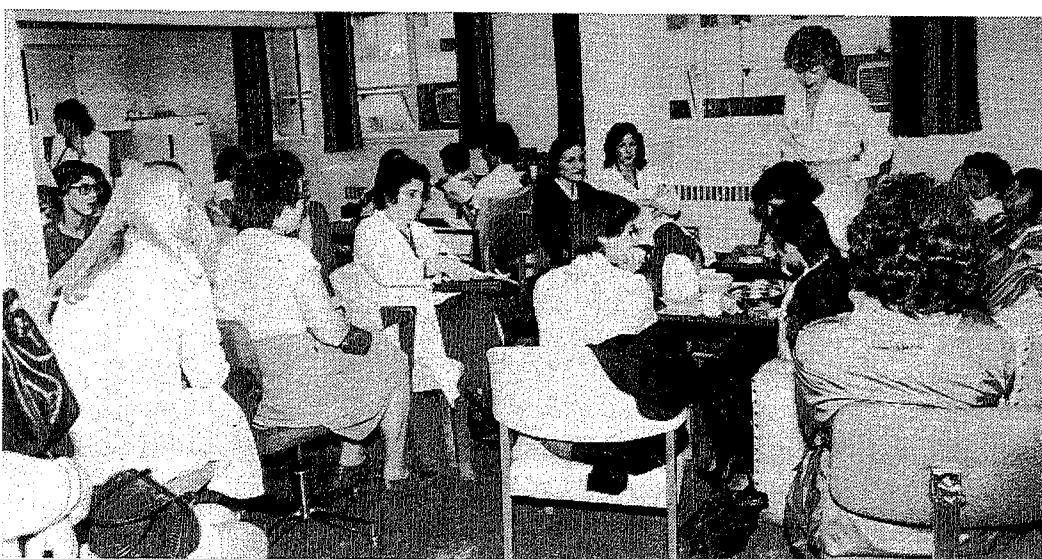
It does not take much to remember W.A.C. Bennett's infamous Mediation Commission. The idea was to settle collective agreement disputes by compulsory arbitration through a standing tribunal hand-picked by the provincial government. Of course, the commission was short-lived because both labour and management 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 members at the Cancer Control Agency in Vancouver honoured a Windermere Unit picket line April 7 and stopped work at the cancer treatment centre. HEU took precautions to ensure that no patients were in danger during the work stoppage.

Members honour picket line

Work Stoppage At Cancer Control

Over 150 HEU members at the Cancer Control Agency of B.C. honoured a legal picket line at the Vancouver facility April 7 and stopped work for most of the day.

The picket line was up because of work being performed 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 talked to 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 clerk-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.

Lawrance, 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 one bit 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 of the Windermere Central Park Lodge, who have been forced by the owners to take strike action.

"We strongly support their right to a fair and just settlement, which could 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 presstime.

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 any person assessed 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 services provided by HEU members at Windermere fell under the Essential Services Disputes Act because that the facility was a "hospital", HEU would immediately elect to settle the dispute by arbitration and would cease all strike activity.

The Union's position from the outset has been to have the Windermere dispute settled by arbitration.



Peter Stokes, Secretary-Treasurer of HEU's St. Paul's Unit, handed over a \$1,000 cheque to Windermere Unit's Isobel Farrell at the Provincial Office April 21. The money will be used to assist Windermere members who have been on strike since April 4 in their contract dispute with the Trizec Corp. of Ontario, owners of the Windermere Lodge.

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 that "our staff were 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. I 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 "scurry 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 disrespecting 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 individuality, is clearly the purpose of the (Community Care Facilities) Act."



HEU member Marion Alexander signed a 150-person petition April 7 at the Cancer Control Agency in Vancouver supporting Windermere Unit members in their struggle for a first contract. Looking on beside Marion is Cancer Control Unit Secretary-Treasurer Helen MacArthur.

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.

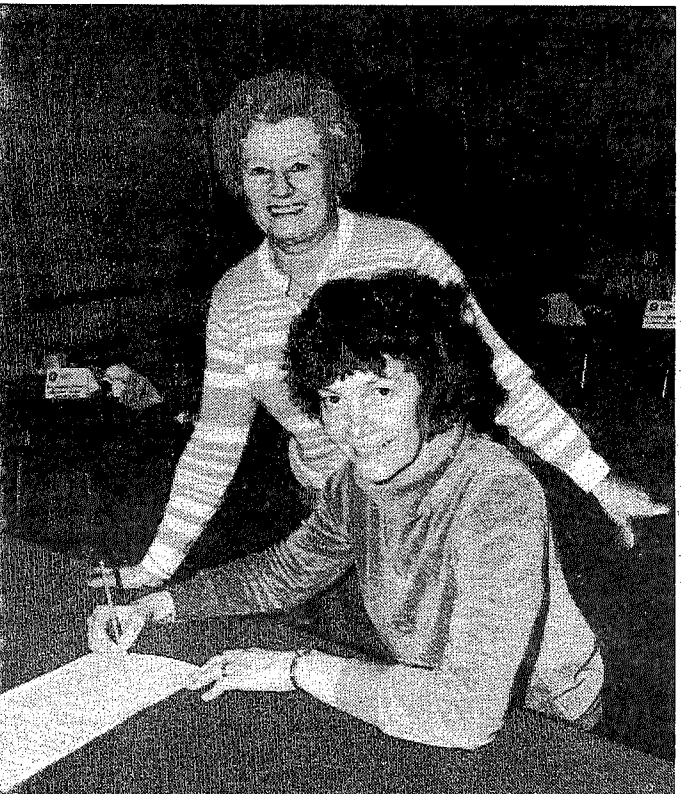
The dietary job families are: cooks, dietary aides, kitchen helpers, food service supervisors, lead hands, dietary stores, food production supervisors, tally aides, cooks' helpers and nutrition, formula and beverage workers.

The dietary committees will record employees' job titles and job descriptions and pass them along to the Provincial Office.

HEU has made arrangements with HLRA to begin negotiation of outstanding classifications May 13.

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

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



Elfriede Simmons (seated) of HEU's Burns Lake Unit, and Gerarda Vince of the Smithers Unit, signed a telegram pledging support to Windermere Unit members during a Union education seminar in Prince George April 8.

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 Unit members before the Union's wage policy conference.

At an April 29th meeting, the committee decided that HEU should have such a clause to protect a membership that is approximately 80 per cent 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 Provincial



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 in 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.

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.

Extended Health Plan Being Underutilized

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

"I don't know exactly what the reason is, but it could be because the employees are not submitting their claims to us," Schreck told The Guardian.

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 bills.

"Those receipts that come attached to a drug prescription are the equivalent of money. Once those are sent to us before the June 30th deadline, HEU members will receive 80 per cent reimbursement," said Schreck.

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

"If a husband had \$325 worth of dental work done, he claim 50 per cent of the work under Part B of his dental coverage, and his wife could claim 50 per cent of the bill under the same provision of her coverage," said Schreck.

HEU members can obtain, at their workplace, free CU&C brochures outlining their extended health and dental coverage. The brochures are also available by writing to CU&C Health Services Society, 22 East 8th Avenue, Vancouver, B.C. V5T 1R4.

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.



Prince George Unit member Irma Rempel is a seamstress and in charge of mending uniforms at Prince George Regional Hospital. The Hospital Guardian, May 1981/Page 4



Fort St. James Unit members Aileen Serele (left) and Laura Brittain at an HEU education seminar in Prince George in April.

Emil Shumey photo



These five HEU members took part in an April 1 Peck Arbitration Board hearing to determine the classification of clerical employees. Front row (from left): Sherry Simon, Surrey Memorial Hospital; Colleen Coombe, Nanaimo Regional General Hospital; Clare Jillings, Lions Gate Hospital. Back row (from left): Terry Siemens and Carole Schulties, Chilliwack General Hospital.



Campbell River Unit Chairperson Heidi McLaren (left) presented a floral arrangement on behalf of the HEU Unit to Sally Kerr (right) at a recent wine and cheese party to honour Mrs. Kerr on her retirement as director of nursing at the Campbell River and District General Hospital.

Ethel Ashcroft photo

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

HEU/HLRA

Master Agreement



Windermere Unit members turned up at Trizec Corp. head office in downtown Vancouver in April to demonstrate against the corporation's racist practices. The members were protesting the higher wages being paid to white non-union people at the Vancouver health care facility during the strike.

Windermere Request Labelled "Outrageous"

Contract talks between HEU and representatives for the Windermere Central Park Lodge owners broke off April 7 after the Windermere representatives refused to meet the Union's standard wage rate of \$8 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 only 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 B.C. Tel's request for a rate increase in order to meet 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 Trizec Corporation, is funded entirely by the Ministry of Health through B.C.'s Long Term Care Program. Trizec is the second-largest property development company in Canada.

"Clearly Trizec hopes to use the Union as a device to export to Ontario even higher profits, courtesy of the B.C. taxpayer," added 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.

(The LRB decision is currently under appeal. See story, p. 3.)

"The strike has been on for about a month and the strength and resolve the 100 Windermere Unit members has been amazing. The members are very determined to win against this giant Ontario corporation," said Gerow.

There have been a few anti-union employees, who never joined HEU, crossing the picket line as well as nurses and management people flown in by Trizec from their other facilities outside of B.C. during the strike.

Student strike breakers, being paid \$7 per hour, have also been hired by Windermere to cross the picket line and work. Windermere's final offer to HEU was about \$4.50 per hour.

An attempt to use Comcare Ltd., a non-union agency that provides personnel for health care facilities, was thwarted by HEU.

Picket lines were set up at both the Cancer Control Agency and at Holy Family Hospital in April when Comcare strike breakers were sent to work at those facilities. The work stoppages led HLRA to agree to use no agency employees for the duration of the strike at Windermere.

"We have a broad base of trade union support, including the support of the B.C. Federation of Labour and the Labour Relations Division of the RNABC. The Provincial Executive have been sharing picket duty from the first day of the strike and are continuing to do so. This strike is very important to HEU and we must win it. It's only a matter of time," concluded Gerow.



Bebeth DelaRea (left) and Maura DelaRosa of the Windermere Unit warmed themselves with hot coffee during picket duty on one of the chillier days in April. The strike against Windermere Central Park Lodge is now in its second month.

"We have to sacrifice" - Vasquez

Members Showing Resilience

HEU members rarely go on strike, but when they have to, it opens a picket-line perspective to many people who have never carried a union placard before.

"If we want a pay increase inside, we have to sacrifice outside, rain or shine," said determined dietary attendant Heddy Vasquez as an icy wind whistled around Windermere Central Park Lodge, 900 West 12th St. HEU has waged a 21-month effort to win a first contract. Of the lodge's 100 health care workers, 95 have been on strike since April 4.

Windermere provides long-term care for about 235 elderly residents who can't live without help. Wholly-owned by the Bronfman-controlled conglomerate, Trizec Corp. Ltd. of Montreal, the profit-making facility gets all of its operating funds from the B.C. ministry of health.

Windermere has to date refused to arbitrate and the Labor Relations Board has decided the lodge is not an essential service.

"We want our normal wage," said nurse aide Cora Prasad, trudging through a surprise April snowstorm, "— the same as they get over there at Vancouver General and down the street at Shaughnessy Manor. Windermere is paying us about \$4.50 per hour." The HEU's standard agreement at 170 B.C. facilities sets a minimum rate of almost \$8 per hour.

Most of the Windermere workers are "new Canadians" from the Philippines, Fiji, China and Portugal. The novice pickets are also neophytes in a 24,000-member union that seldom strikes. But they have learned fast.

"How can we survive on that wage, when the rent for two of us is \$300 a month?" asked Vasquez. "Before the strike, management promised us a 50-cent raise, but what good would that do?"

So the strike has forced the hard-working young woman to get a dishwashing job with Canadian National Railway, where she makes \$5.50 per hour. After work every other day, she puts in six hours on the picket line for another \$45 a week. "I'm putting my 16-year-old niece through college back in the Philippines, while I try to survive," she said.

"We heard the management make lots of promises during coffee breaks," said Unit chairperson Edna Moran. "They told us we'd get a raise when the building filled up. But it has almost always been full; after eight years I'm making only 32 cents an hour more. At the same time they raised the price of our meals 75 cents."

"They claim they don't make enough profit," said the 62-year-old grandmother. "But they send their management to Florida conventions, fly in 13 roomfuls of strikebreakers who are living free inside as they make \$7.50 per hour, and hire about six school kids at \$7.00 an hour."

"The residents wave to us all the time," said Moran. "They want to see us win as soon as possible. Some of them have phoned to say their beds haven't been made for four days, they haven't had a bath all week, and that breakfast trays have been cut out." The plush facility is advertised as a luxury retirement lodge, with breakfast in bed.

The elderly, dependent residents are all in their 80's and 90's. One gentleman is 101. No

wheelchairs are allowed, so many use walkers or canes. According to the workers, several are blind, most have arthritis, and the majority are mentally confused.

"They all need care," said Moran. "We think it's an essential service. After eight years, one gets fond of them. They phone to say, 'We sure miss you, girl.' In there I feel like a girl."

The pickets reported that an ambulance has come to the facility about once a day since April 4 for something serious. During this period, two residents have died.

"Most of the residents' relatives are behind us," claimed a receptionist whose friends now call her "Norma Rae." As the strike broke, she was fired for her outspoken union activity. She gets angry with the five union members who are crossing the line to work each day — a cook, busdriver, social director, maintenance person, and receptionist.

"It would be a moral victory if we could at least get them to stay home," said Rae. "Although none of us has ever been on strike, we're no longer afraid to stop anyone who crosses our line." They block cars from the entrance and stop every strikebreaker they can. "I urge them to join us or go home," she said. "When they

refuse, I get mad inside and walk faster."

The question of profits perplexed many of the picketers. Why would such a wealthy nursing home owner continue to pay wages that are 40 percent less than the going rate?

Central Park Lodges of Canada owns 24 nursing homes in Canada and the U.S. The billion dollar Trizec Corporation — Canada's second largest property development company — showed a \$16 million profit in 1980, up 35 percent from 1979. Locally, it owns Royal Centre, Lougheed Mall, Brentwood, and Crown Zellerbach Mall. Trizec is only one of 150 corporations owned by the Bronfman's, who also control Brascan, Noranda Mines, Great Lakes Power, Western Mines and Labatts.

"Maybe it's discrimination," said dining room hostess Lolita Paco. "I guess they think we will give up and get other jobs and that there are always more of us. But they are wrong."

"These women may be green-horn strikers," said picket line coordinator Chris Ferguson, "but they have become militant and adamant enough to stick it out. The way they have stood up to the scabs proves it."

As picket captain Babette Garcia said: "The more wounds you get, the braver you become."

No Blood Supplies Cut From Red Cross

In the midst of a strike, there are often situations that arise that are confusing for rank and file Union members to understand because of fast-breaking events as well as media misinformation.

The Red Cross has been renting six rooms at the Windermere Central Park Lodge for parents whose children are cancer patients.

Once picket lines went up at Windermere, parents and Red Cross volunteers were caught behind picket lines. Red Cross volunteers, supposed to be assisting the parents and the parents themselves ended up doing HEU members work in the kitchen and throughout the facility.

Because the Red Cross was thus assisting the employer in the strike not only by providing strike breakers but by renting out rooms to Windermere, the Union advised Red Cross to relocate the parents. Red Cross

did move the parents but in the process had used their entire budget for the rooms at Windermere.

HEU advised Red Cross the Union would pay for parents' relocation to other accommodation and also wrote Windermere asking to cancel Red Cross contract so that Red Cross could allocate funds elsewhere. Windermere refused this request.

Somehow the word reached a Vancouver radio hotline show that HEU had threatened to cut off supplies of blood from Red Cross to prevent a needed blood transfusion for a four-year-old cancer patient.

"The record of HEU is clear on essential services. Over the years, HEU has made every reasonable effort to see to it that any labour dispute would not interfere with the provision of essential blood supplies," said HEU's Jack Gerow.



HEU Windermere Unit members (left row) from left: Suzanne Klassen, Cora Prasad and Usha Sharma. Right row (from left): Teresita Capon, Herminia Hernandez and Annie Sison. The 100 Unit members were forced to take strike action April 4 after the Labour Relations Board declared that the Essential Services Disputes Act does not apply to the collective bargaining relationship and therefore HEU did not have the right to arbitration.

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: Marg Coleman, Mackenzie Unit; Valerie Fox, Kamloops Unit; Barbara Devitt, Cancer Control Unit.



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

Jim Amos photo



Luisa 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.



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.

Jim Amos photo



Edna Featherby (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.



Sheila Kwasney, an HEU member at Cranbrook and District Regional Hospital, was a participant during hearings March 5 and 6.

Jim Amos photo

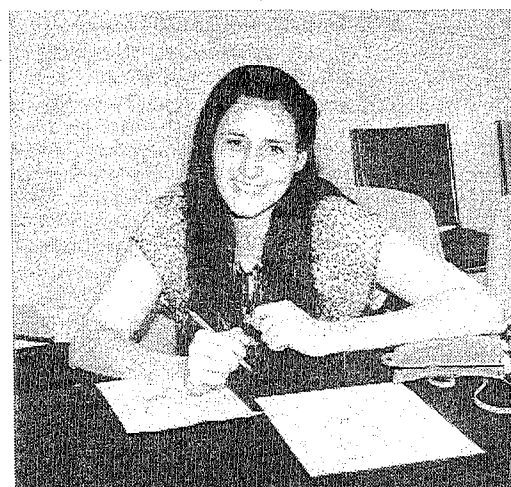


Susan Morrison, a Clerk IV at Lions Gate Hospital, appeared as a Union witness at hearings March 5 and 6 before the Peck Board.

Jim Amos photo



Doris McNutt, a nursing administration staff coordinator at Royal Inland Hospital, appeared as a Union witness at a hearing March 10. The Hospital Guardian, May 1981/Page 6



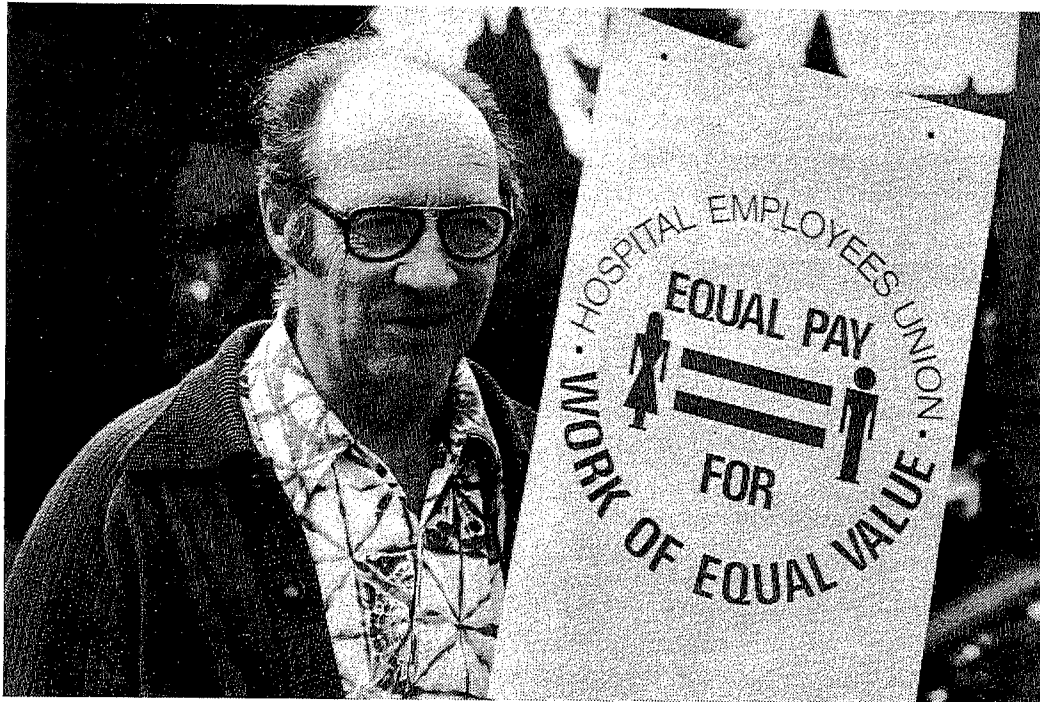
Adele Sorley attended a hearing March 11 as a Union participant. Adele is a clerk I at Shuswap Lake General Hospital.



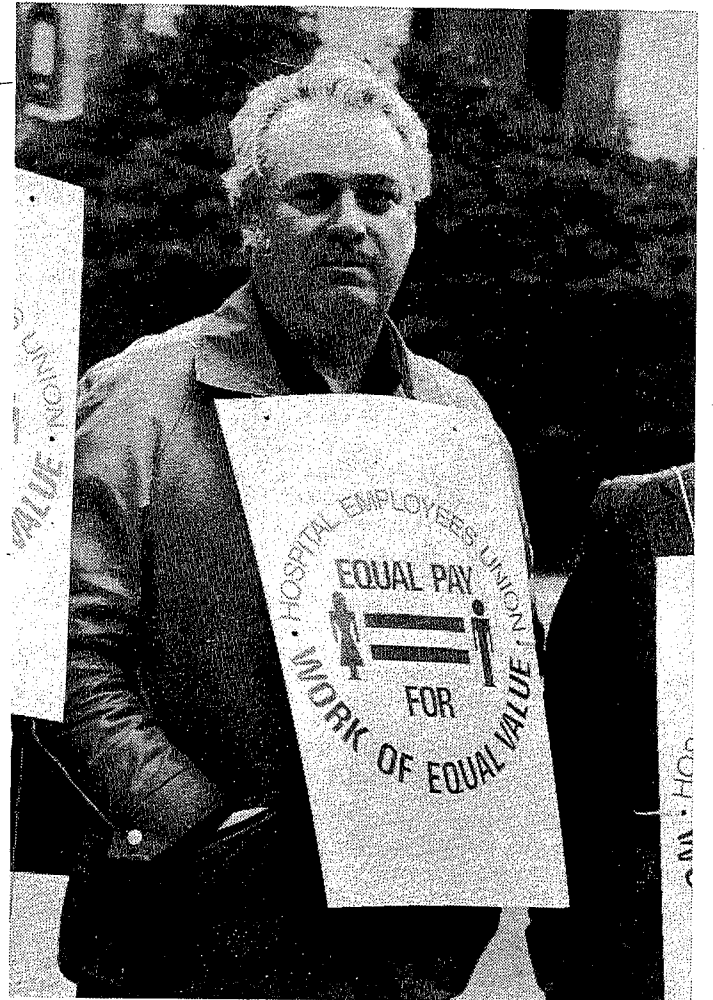
Judy Marshall, a receptionist at Royal Columbian Hospital, appeared as witness March 11.

During civic workers' strike

On The Picket Line For Equal Pay



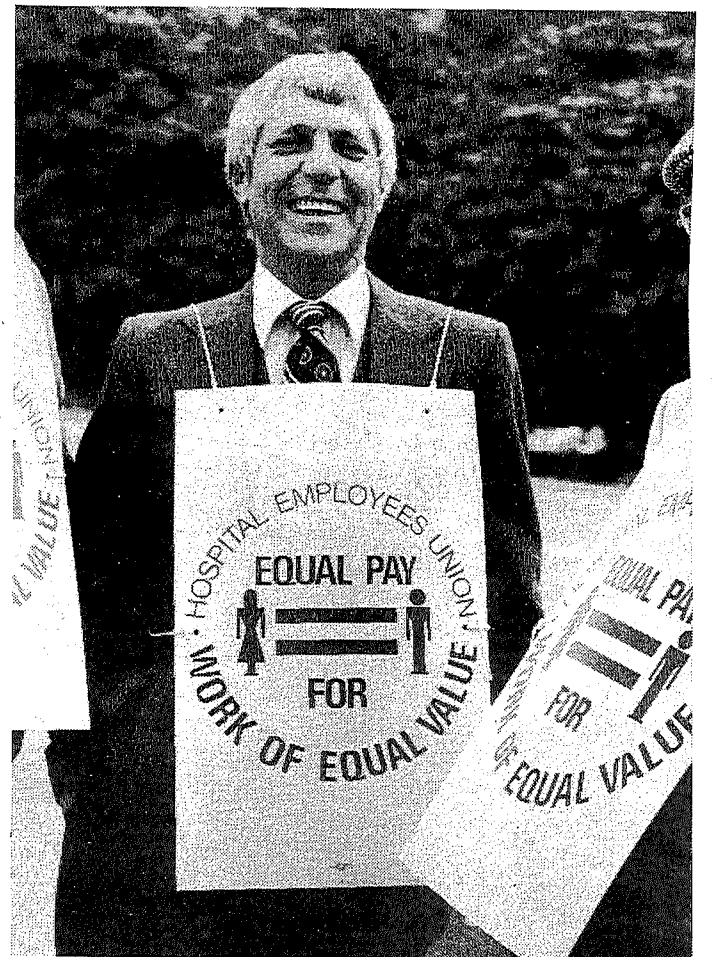
HEU Provincial Executive 1st Vice-President Gordon Meagher walked alongside VMREU members at Vancouver city hall in support of their strike which began Jan. 30.



Bill MacDonald, HEU 3rd 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 Dorval, 5th Vice-President; Margaret McMahon, Kootenays Regional Vice-President; Nancy Cardy, Vancouver Island Regional Vice-President; Susan Bunn, 4th Vice-President; Alice 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.



At Prince George Hospital

Surjit Keeps Surgery Ward Clean

Prince George and Canada are still relatively new to HEU member Surjit Brar but after four years of working in the housekeeping department of the Prince George Regional Hospital, Surjit finds the work a welcome change from her native India.

"I came to Prince George in 1974, two years after my husband came here. When I started working at the hospital four years ago, I could not believe the wages. In India where I come from, the wage for what I do is six rupees a day, which is about one dollar," said Surjit during an interview recently in Prince George.

"As well, the working conditions are much different here too. Coffee breaks and holidays are not like they are in India. I am glad to be working here."

Surjit, like many other new Canadians, was married in her native country and stayed behind while her husband left the country to find a steady job.

"My husband Gurcharan first came to Prince George in 1968 with his brother. His brother stayed in Canada and he came

back to India. He returned to Canada after we were married and I came two years later in 1974," recalls Brar.

As far as her job as housekeeper goes, she has many duties. She is responsible for 13 rooms on a ward which houses patients recovering from surgery.

"I clean the tables, sinks, toilets, floors and bathtubs in all my rooms. Most of the surgery patients are very sick when they first come in, so I have to be very careful not to disturb them too much while I work. I like my job though and I make sure the rooms are clean for the patients."

The Brars now have two boys, aged five and three, both of whom were born in Prince George. The two boys attend day care classes while Surjit works at the hospital and her husband Gurcharan works in Bear Lake, about 85 kilometres north of Prince George.

Although her husband has many relatives in the Vancouver area, Surjit's relatives are all back in India and she sometimes misses them.

"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 our house. She came with my brother but they went back to India after a short visit."

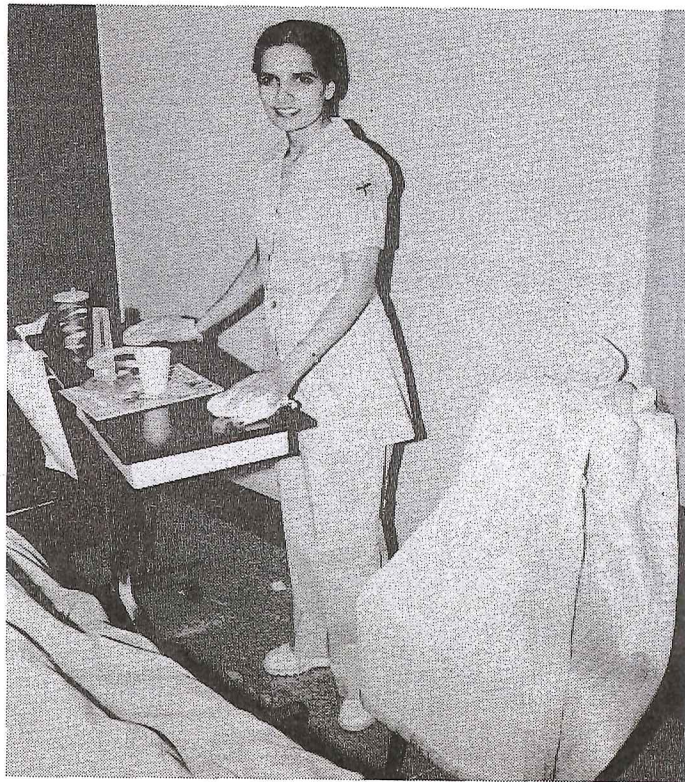
Surjit said one of the things she still can't get used to in British Columbia is the snow. "We didn't have very much this year but I hate the snow. It is very hard to drive in it when it is very heavy. But other than that, Prince George is very nice."

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."



Surjit Brar has been a housekeeping aide at the Prince George Regional Hospital for the past four years. Surjit's job at the hospital is to keep clean 13 rooms on the surgery ward.

Committee Formed For Job Upgrading

A committee has been formed by the Prince George Unit to deal with job 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 members can be assisted to transfer and advance to other departments in the hospital should they so please," said Brammer.

Stan Feren, another committee member and Unit conductor, said there is a "great need for this type of upgrading."

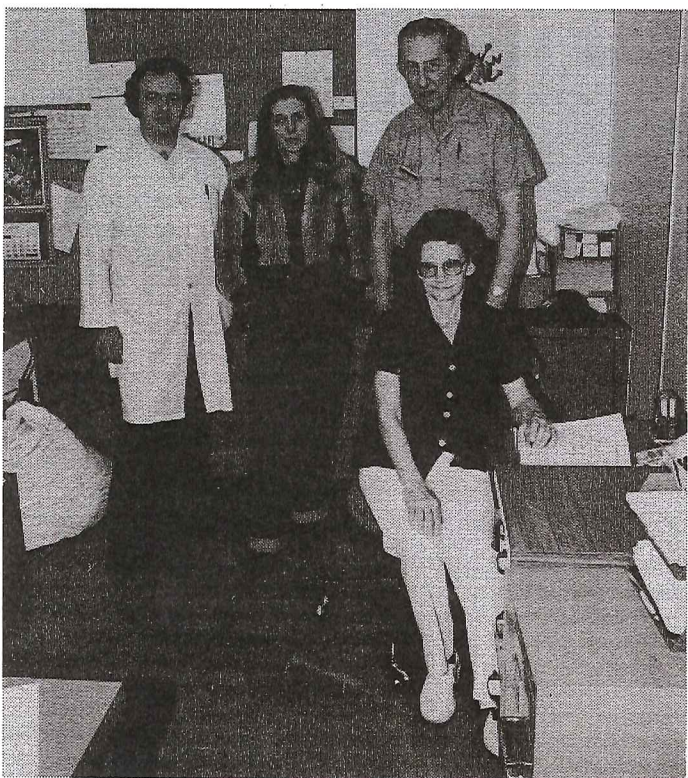
"It's right there in our collective agreement on page 11, so it's about time we took

advantage of it. With all this technological change and other new fancy methods of operation, our members need to be trained so they can move themselves into the job they want," said Feren, a 29-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 a regular basis," said Brammer.

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



Prince George Unit members Jim Brammer, Enid Hansen (Unit Vice-Chairperson), Stan Feren (Unit Conductor) and Agatha Friesen at the Prince George Regional Hospital April 8.

The Hospital Guardian, May 1981/Page 8

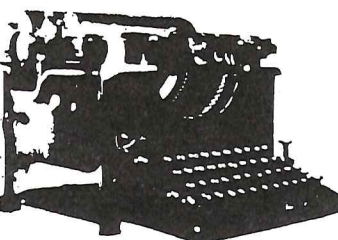
Conference Call Being Mailed To Units

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

Master Agreement by the middle of May. Secretary-Treasurers are reminded that the mail will be double-registered.

LETTERS

Thanks From Chilliwack Members



(Editor's Note: The Guardian welcomes letters from members on ANY topic or subject of interest. This is YOUR newspaper. ALL letters will be printed. Names can be withheld upon the request of the writer.)

Dear Mr. Gerow:

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, Alberta Dorval, Jim Amos, John Weisgerber and Gordon Meagher, who explained to us in details 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 fairly "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 begin sending pictures in.

Thanks again for these unique experiences and courtesies shown to us.

Carole A. Schulties
Terry L. Siemens
Chilliwack Unit

Guardian Pictures Pleasing

Dear Sir:

Marj Billy 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 articles on the Kamloops Mount Paul situation were very factual and very well done. Keep up the good work!

Tena Salmond
Overlander Unit
Kamloops

Red Cross Unit Demands KKK Action

Dear Sir:

We, the Red Cross 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 281(2) 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
Vice-Chairperson
Red Cross Unit
Vancouver

(Editor's Note: The above letter was sent by Helen to B.C. Attorney-General Allan Williams in April.)