Strike Now Over

Agreement Reached At Windermere

"Eccentric" was the way Windermere Union Chairwoman Edna Moron described her feelings upon informing the Unit membership July 22 that an agreement had been reached with Windermere Central Park Lodge management.

"You better believe that the rest of the members were ecstatic to hear that the strike was over," Moron told the Guardian.

The strike at the Vancouver health care facility, which began April 4, officially ended July 23 when Windermere Unit members unanimously ratified an agreement reached the day before.

"It's been a long time coming, two years to be exact. We were granted certification July 17, 1979 so we've actually been waiting over two years for this agreement," said Moron, who was a member of the Union's negotiating team.

"I'm very proud of all of the members who stuck it out. We really wanted to reach an agreement before the strike ended," she said.

The agreement, which covers the period from July 17 of this year to March 31, 1980, is based on HEU's Master Agreement and includes the HEU standard of wages and benefits.

Unit Secretary-Treasurer Isabel Farrell, who was also on the Windermere negotiating team, said she was pleased with the strike that had come to an end.

"This has been a long ordeal for everyone and I am certainly glad to be returning to work. What will be of importance, however, is the manner in which we will be able to live together in the future. It wasn't easy but we did it," said Farrell.

"It was so important to keep that strike line operational just to show management that we were not going to be intimidated. It helped from other HEU members as well, including the tremendous support of the Provincial Executive," she said.

Brother Black is survived by his wife, Mary, and four children, Norman, Mary, Doug and Barbara.

HEU past President W. D. Black delivered the eulogy for Brother Black in Vancouver June 24. Out of respect for Brother Black, all four HEU offices were closed June 24.

"The Windermere story will go down in HEU history as a bunch of dedicated, honest members fighting to the end to get what was coming to them," said MacPherson.

"All the HEU membership throughout the province was behind the Windermere members 100 percent, including the Provincial Executive who spent numerous days walking the picket line alongside the striking members."

"But the strike couldn't have been won without the gutsy effort displayed by the Windermere Unit members. They have a won the respect of not only other HEU members but also the respect of every trade union in B.C. as well."

Clerical Classification Close To Completion

At Guardian press time, one last hearing was scheduled for August 5 before the Peck Arbitration Board deliberated in order to arrive at the classification of clerical employees covered by the HEU Master Agreement.

The Peck Tribunal met approximately three times per week the month of July to hear the evidence.

"The Board has set aside the month of August for deliberations."

Shaughnessy Unit Stages Work Stoppages

About 350 HEU members at Shaughnessy Hospital in Vancouver staged a work stoppage June 10 after learning that the hospital's management planned to lay off 24 clerical workers.

"The issue wasn't just the 24 layoffs. It was just the straw that broke the camel's back. There were a lot of things that happened previously which built things up to a head," said Whiteisula, who is a nursing orderly.

"Management's refusal to deal with grievances fairly for the past year was another contributing factor. As for the orders, we felt there was another way to handle it aside from just showing them the door."

The work stoppage began at 9:30 a.m. and concluded for 9:00 p.m. on June 10. That afternoon, at an informal Labour Relations Board hearing, the LRB informed the Shaughnessy management to negotiate with the HEU's grievance over the layoff of the 24 clerical employees.
W. M. "Bill" Black

“Our aim has been to establish a standardized rate of wages and working conditions throughout the province.”

More than any other person, HEU members can today thank the author of those words, W. M. “Bill” Black, for the wages and benefits paid to them whether they happen to work in Pouce Coupe or Vancouver.

W. M. Black became HEU’s first Secretary-Business Manager in 1944 after personally organizing a few hundred hospital workers at Vancouver General Hospital. Prior to joining the Union those hospital workers were working a seven-day week of sixty-three hours. They had no sick leave, no pension, no statutory holidays and received minimal vacations.

Those 19th-century conditions quickly changed for HEU members under the leadership of Brother Black. In fact, he became so synonymous with hospital workers that W. M. Black later became known throughout the Canadian trade union movement as simply “Mr. 180.”

As former HEU Financial Secretary John Darby put it so eloquently in The August 1968 Guardian in announcing the retirement of Brother Black: “No matter where he worked...his concern was always the betterment of wages and working conditions for his fellow workers.”

Well conditions did improve for hospital employees after 1944 because of Bill Black’s dedication, perseverance and concern for his fellow workers.

Brother Black is regarded as the “father” of HEU because he took the organization from its infant stages to the point, just before his retirement in 1968, where one of his ultimate goals was achieved — provincial bargaining. One employer, one membership, one contract.

He himself perfectly summed up the Hospital Employees’ Union Local 180, as he had built it, when he wrote in a 1951 Union newsletter: “We have built an organization geared to meet the problems of the hospital employee.”

Although the majority of present-day HEU members did not have the opportunity to meet him, the vastly-improved working conditions they now enjoy are a direct result of his unwavering, life-long commitment.

The ‘house’ that Bill built now houses 23,000 residents, a lasting reminder that his life’s work will never be forgotten.
To discuss HEU report

Meeting With Nielsen Requested

Shirley Devlinick (left), Lorraine Russell (center) and Clara Malanchuk took a breather during the Chilliwack Unit's fourth annual picnic July 1 at Cultus Lake. The three Unit members are all licensed practical nurses at Chilliwack General Hospital.

Unit photo

Provincial support from HEU Units for Windermere Unit members has surpassed the $43,000 mark.

The total of July, 96 Units had contributed $43,970 in donations in order to defray the costs of the strike at the Vancouver health care facility.

The contributions have enabled three separate bonuses to be paid to the striking Windermere members.

The list of Unit contributions is as follows:

- Vancouver General, $5,000
- Mt. St. Joseph, $100
- Sunny Hill, $100
- St. Paul's, $2,500
- Burnaby, $1,450
- Royal Columbian, $918
- St. Mary's, $500
- Powell River, $40
- Squamish, $100
- Skeetal, $20
- Surrey, $200
- White Rock, $1,000
- Richmond, $500
- Port Coquitlam, $50
- G.F. Strong, $200
- Shaughnessy, $2,000
- Columbia View, $20
- Cancer Control, $2,200
- Holy Family, $700
- Red Cross, $200
- Arthritis Society, $100
- Florence Nightingale, $150
- Grandview, $10
- Comox Lake, $170
- Altamont, $200
- Inglewood, $250
- Kensingston, $300
- Kwinana Manor, $50
- Edin Cavel, $200
- Delta, $255
- Queen's Park, $100
- New Vista, $300
- Wellington, $200
- Southpointe, $100
- King George, $141.45
- Shaughnessy Manor, $130
- Chilliwack, $200
- Maple Ridge, $500
- Mission, $300
- Menno, $200
- Thominson, $100
- Matsqui, $490
- Kimberley, $50
- Rossland, $100
- Cranbrook, $475
- Castlegar, $100
- Quesnel
- Invermere, $200
- Grand Forks, $300
- Kimberley Special Care, $200
- Victoria General, $1,000

- Mount St. Mary, $200
- Queen Alexandra, $200
- Nanaimo, $200
- Duncan, $700
- Campbell River, $300
- Port Alberni, $300
- Cumberland, $300
- Prince Rupert, $300
- Royal Jubilee, $1,500
- Saanich, $300
- George Road, $150
- Courteney, $300
- Tofino, $100
- Olivia Devaux, $75
- Glacier View, $75
- Port McNeill, $65
- Naitaline Travellers, $50
- Kelowna, $800
- Revelstoke, $700
- Vernon, $200
- Enderby, $100
- Salmon Arm, $350
- Lillooet, $320
- Oliver, $250
- Clearwater, $100
- Ponderosa, $200
- O'weekland, $250
- North House, $75
- Cache Creek, $250
- Kitimat, $300
- Fort St. John, $2,000
- Dawson Creek, $1,000
- Smithers, $150
- Fort Nelson, $500
- Burns Lake, $250
- Chetwynd, $200
- Mackenzie, $150
- 100 Mile House, $200
- Froese House, $10
- Prince Rupert, $110
- Bella Coola, $300

- Mount St. Mary, $200
- Queen Alexandra, $200
- Nanaimo, $200
- Duncan, $700
- Campbell River, $300
- Port Alberni, $300
- Cumberland, $300
- Prince Rupert, $300
- Royal Jubilee, $1,500
- Saanich, $300
- George Road, $150
- Courteney, $300
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- Kelowna, $800
- Revelstoke, $700
- Vernon, $200
- Enderby, $100
- Salmon Arm, $350
- Lillooet, $320
- Oliver, $250
- Clearwater, $100
- Ponderosa, $200
- O'weekland, $250
- North House, $75
- Cache Creek, $250
- Kitimat, $300
- Fort St. John, $2,000
- Dawson Creek, $1,000
- Smithers, $150
- Fort Nelson, $500
- Burns Lake, $250
- Chetwynd, $200
- Mackenzie, $150
- 100 Mile House, $200
- Froese House, $10
- Prince Rupert, $110
- Bella Coola, $300

-Dietary Matches Tabled

HEU has scheduled meetings for the August 8 and 9 with HLRA on the classification of dietary employees.

HEU's Provincial Bargaining Committee began negotiations May 13 directly with HLRA on the classification of dietary worker.

HEU's Provincial Bargaining Committee has tabled its prop- osal on job matches for cooks and other dietary workers during the negotiations in May and June with HLRA on the classification of dietary employees.

The Union has also released some patient contract negotiation from HLRA July 23. The nursing job action is expected to be called after dietary.

The next group to be classified after nursing will be Stores to be followed by Laundry, Housekeeping, Medical and Social work- ance and finally, special cate- gories.

- Chilliwack Unit Picnic

The Chilliwack Unit held its fourth annual picnic July 1 in the words of Secretary-Treasurer Carol Schultiss, was "a whole lot of fun for everyone."

"We held it between 2 and 6 p.m. in the afternoon so that both the day shift and the after- noon shift members could come." said Schultiss.

There were about 150 people in all, including the members' kids who helped to stuff Sand- lates "(a lot of fun)" they were not too difficult."

"There were dogs, ice cream, cream, and aлага- wers and some who had a good time."

The annual affair was held at Cultus Lake.

Equal Pay Issue

Ed Peck, Chairman of the Peck Arbitration Board, has informed the HEU that the issue of equal pay for work of equal value does not fall within the jurisdiction of the Board.

The Peck Board has been convened to determine the implementation of the provi- sions of the HEU Master Agreement.

HEU asked for a decision on the matter under HLRA President and Chief Executive Officer Peter McAllister was quoted as saying: "We are aware and have been...

For some time that equal pay for work of equal value will be an issue with the Hospital Employ- ees Union. Despite the fact that both parties have spent consid- erable time and money in developing systems for rating jobs, we will not be able to ignore all that effort. We are not convinced that the results of these efforts will be accepted by any inequities that might exist."

HEU has always held the position that the equal pay issue does not fall within the jurisdiction of the Board.

Altamont Award

The award was denoted as being the "Outstanding Achievement Award" and was presented to the Union by the Altamont Hospital on July 2.

On July 2, the Altamont Hospital Board of Directors presented the Union with the "Outstanding Achievement Award" in recognition of the Union's hard work in achieving a fair and equitable contract for all employees at the hospital.

The award was presented to the Altamont Hospital Unit by the HEU and was accepted on behalf of the Union by Secretary-Treasurer Carol Schultiss.

The award recognizes the Union's dedication to the workplace and its commitment to ensuring fair and equitable conditions for all employees.

The award ceremony was attended by a large number of attendees, including members of the HEU and representatives from the Altamont Hospital.

The Union remains committed to advocating for the rights of its members and ensuring fair and equitable conditions for all employees.
In Steelworkers’ settlement

Executive Endorses Petrocan

The Provincial Executive is endorsing the use of Petrocan, Canada’s nationalized oil company, for all HEU members and Union staff.

At a recent meeting, the executive voted to recommend the use of Petrocan by HEU members and staff rather than other multinational oil companies. “Why should we be spending money to firms that will take all the profits outside of Canada? It makes sense for HEU members and staff to use Petrocan and keep the profits in Canada,” said HEU President Gordon MacPherson.

Equal Pay A Contract Issue

In the settlement, the new base rate for clerical employees (all female) in the mail clerk, key punch and steno classifications is $10.05 per hour as of May 1, 1981. The rate goes up to $10.65 per hour May 1, 1982.

The junior rate is now $10.00 per hour as of May and goes up to $10.50 per hour May 1, 1982. The increment steps in the mail clerk, key punch and steno categories were reduced to 10 months from 30 months as a result of the settlement.

The labourer rate is $10.00 per hour this year and goes up to $10.84 next year.

Two-thirds of the janitorial staff affected by the contract are women while 100 per cent of the clerical staff are women employees and 100 per cent of the labourers are male.

The clerical increase amounts to 48 per cent over two years while the junior increase is 18 per cent over the next two years. The labourer rate amounts to a 19 per cent hike over two years.

San Jose Equal Pay

many of the cuts you can see, California’s municipal employees, who recently went on strike for nine days to win equal pay for women, believe their actions may have international repercussions, according to a July Associated Press story. “I equate it with women’s suffrage,” said crime adjuster Vivian Martin in the story. “What we have done is a beginning to assure people that women who do work comparable with that of men are paid similarly.”

The American Federation of State, County and Municipal Employees Local 101, representing 20,000 librarians, clerks, parks employees, and other workers, voted 29-27 July 14 to accept a contract reached with the city negotiators the night before.

San Jose Mayor Janet Gray Hayes called the settlement “a historic step toward fairness in the workplace toward women.”

She said by agreeing to include equal pay as part of contract negotiations, the city “merely fit the fuse” of one of the major issues of the 1980s.

The contract calls for $1.5 million to be paid over the next two years in order to eliminate pay disparities.

Expedited Arbitrations Can Bring Justice

An arbitration board decision in June to reinstate an HEU member dismissed because of a poor attendance record at an Okanagan hospital is proof that an expedited arbitration process can bring swift justice, said HEU President Gordon MacPherson.

“In this case, it might have taken months before the person would have been ultimately re-instated and thus justice served. Because the arbitration board was quickly convened, the person was reinstated that same day in the interests of HEU members and HLRU,” added MacPherson.

Ashcroft Unit Donations

Two donations to the Ashcroft community were made this spring by HEU’s Ashcroft Unit.

In March, Unit members presented the old age pensioners group with two paintings by local artist Sharon Johnson for the pensioners’ activity centre. And in April the Unit donated $150 to the Ashcroft Museum for materials and equipment.

“Our members are happy to contribute in any way we can to the betterment of our community,” Unit Chairperson Marla Beebe told The Guardian.

Education Seminars To Start Aug. 31

The continuing HEU Education Program for Unit officers and shop stewards begins Aug. 31 when a series of seminars commences.

Seminars will be held from Aug. 31 to Dec. 15 in Cranbrook, Castlegar, Vernon, Abbotsford, Victoria, Nanaimo, Vancouver and Prince George.

The complete list of seminars, which are conducted by HEU Director of Membership Services Ray McCready, is shown below:

- Aug. 31 - Sept. 1 (Group A) Communication/Public Speaking Cranbrook
- Sept. 2-4 (Group B) Statute Analysis Cranbrook
- Sept. 7-9 (Group C) Role of Shop Stewards Cranbrook
- Sept. 11-12 (Group C) Role of Shop Stewards Cranbrook
- Sept. 14-15 (Group A) Communication/Public Speaking Cranbrook
- Sept. 17-18 (Group A) Communication/Public Speaking Abbotsford
- Sept. 21-22 (Group A) Communication/Public Speaking Abbotsford
- Sept. 24-25 (Group A) Communication/Public Speaking Nanaimo
- Sept. 28-29 (Group A) Communication/Public Speaking Vancouver
- Oct. 6-7 (Group B) Contract Analysis Vancouver
- Oct. 14-15 (Group B) Statute Analysis Prince George
- Oct. 19-20 (Group A) Communication/Public Speaking Prince George
- Oct. 21-22 (Group C) Role of Shop Stewards Prince George
- Oct. 23-24 (Group C) Role of Shop Stewards Prince George
- Oct. 28-30 (Group B) Statute Analysis Victoria
- Nov. 2-3 (Group C) Role of Shop Stewards Victoria
- Nov. 4-6 (Group B) Statute Analysis Nanaimo
- Nov. 16-17 (Group C) Role of Shop Stewards Vernon
- Nov. 18-19 (Group B) Statute Analysis Vernon
- Nov. 25-27 (Group B) Statute Analysis Abbotsford
- Nov. 30-Dec. 1 (Group C) Role of Shop Stewards Abbotsford
- Dec. 3-4 (Group C) Contract Analysis Vancouver
- Dec. 6-7 (Group C) Role of Shop Stewards Nanaimo
- Dec. 10-11 (Group C) Role of Shop Stewards Vancouver
- Dec. 14-15 (Group C) Role of Shop Stewards Abbotsford

Over 600 HEU shop stewards and Union officers from across the province will be taking part in these seminars.
Arbitration Award At Willowhaven

An arbitration award handed down in June has called for the HEU standard of wages and benefits to be implemented at Willowhaven Private Hospital near Nelson.

"...it is noteworthy that since the inception of the Long Term Care Program, approximately 12 different arbitration boards have considered essentially the same set of problems and arrived at very similar results.

We concur with these conclusions and find that employees at Willowhaven should receive the standard wages and working conditions for the industry, those negotiated by the Union and the Health Labour Relations Association..." stated the award.

A collective agreement between HEU and Willowhaven terminated in April last year.

Food Firm Cuts Off Supplies

Lawyers for Ruby Food Services Ltd. instructed the food supply firm in June not to deal with Windermere Central Park Lodge for the duration of the HEU strike against the Vancouver health care facility.

"We are solicitors for Ruby Food Services Limited. Our client instructs us that they undertake not to deal with Windermere Central Park Lodge in any way whatsoever for the duration of this strike, and in particular they undertake not to supply Windermere with any products for the strike..." said the letter.

"We're glad Ruby Food Services realized they were acting as strike breakers and thus discontinued to provide food to Windermere while the strike was on," said HEU President Gordon MacPherson.

Table Officers Conference

A table officers conference was held in June to discuss collective bargaining for long-term care Units served from the Provincial Office, whose collective agreements are presently under negotiation.

Representatives from the following HEU Units attended the seminar June 4 at the Provincial Office in Vancouver: Comox Lake, Ladner, Crestwood, Maplewood Manor, Parkridge, Richmond Lions Manor, Florence Nightingale, Crofton Manor, Grandview, Southpines, Windermere, Attamont and Inglewood.

Those units represented included: Crusader, Mary McDowell, Maude McKea, Rita Blake, Yvonne Krasney, Mary Lou Kalskoff, Sarah Lindsay, Susie Reddy, Jenny Acob, Edna Morris, Isabel Ferrall, Joan Wright, Madeline Ross, Florence Jagl and Eleanor Frost.

Did you know...

All HEU members affected by the Master Agreement shall be bound by the Unemployment Insurance Act, or succeeding Acts.

Premiums related to the Unemployment Insurance Commissioners shall be paid directly to employees by the Employer.

Article 45, Section 10, Page 59.

IS IT FAIR?

Women hospital workers are generally paid less than men.

According to the most recent census, B.C. women in the hospital and medicine field earn only 35% of what men earn!

That's because most women are concentrated in female "job ghettos." Over 90% of clerks, secretaries, and nurse aides are women.

In B.C. hospitals the lowest paid person in one of these female "job ghettos" earns $300 to $800 per month less than the lowest paid person in a job usually done by men.

The jobs that women do are just as valuable to the hospital as the jobs that men do. The woman needs about the same amount of skill, effort, and responsibility as the man does to do her job well. But, she is not paid for the full value of her work.

That's what this button is all about!
HEU's education program is designed to provide the opportunity for those HEU members participating in the program to receive the trade union education necessary to assume a leadership role within the Union.

In the spring of next year, the original 288 participants will complete the two-year program. HEU spent $180,000 on the fall seminar alone last year. The costs of the program go toward participants' salaries, expenses for travelling out of town, and the preparation of written materials.

At the June 8-10 Nanaimo seminars — (from left) Anna Johnston, Powell River; John Johnston, Powell River; Norm Dyble, Olive Devault; unidentified member; Irene Fair, Chemainus.

These members from several Fraser Valley Units attended seminars held in Abbotsford June 4-8.

These three Union members attended the education seminar in Nanaimo-June 11-12. From left, an unidentified member; Karin Hunger, Chemainus; Ethel Ashcroft, Campbell River.

At the Vancouver seminar in June — front row: Fe Qatrin, Edith Cassell (left) and Vijay Deo, Edith Cassell. Middle row: Jack Rydka, Cancer Control. Other members' names not available.

At the Abbotsford seminar in June — (from left) Barb Roberts, Comox Lake; Alice Jones, Maple Ridge; Shirley Bentley, Comox Lake.

At the Vancouver seminar with members from several Lower Mainland HEU Units.

At the Cranbrook seminar in May — front row (from left): Rossland Unit Chairperson Marilyn McKerracher; Jean Turner, Nakusp; Cheryl Walker, Nakusp; Eileen Harty, Creston.

HEU members from the East and West Kootenay at the Union's seminar in Cranbrook in May.
More seminar photos

At Prince George, Victoria and Vernon

At the Victoria seminar in April — Dawen Young, Priory; Ian Hargreaves, Capital Region; John Evans, Mount St. Mary; Sandy Flett, Victoria General; Vivien Kirk, Victoria General; Carole Campbell, Aberdeen; Bonnie Youngman, Mount Talmie; Janet Dawsen, Mount Talmie.

At the Vernon seminar in May — Eva Austin, Summerland; Ted Moyes, Oliver; Dorothy MacRae, Ridgewood Lodge; Marilyn Zupp, Vernon; Michele Razzini, Noric House; Lawrence Polakowski, Vernon. (Other members' names not available).

During a break at the Vernon seminar in May — from left: Lillian Cooper, Kamloops; Inga Inkster, Penlerton Retirement Services; Marjorie Steele, Merritt; Jean Kellett, Enderby; and an unidentified member from Penlerton.

At the Vernon seminar in May — Lillian Cooper, Kamloops; Sandy Fiddrich, Kamloops; Thresa Luck, Princeton; Jeff Rickard, Penlerton; Danny Johnson, Penlerton; Robert Hart, Enderby; Joan Haller, Noric House; Louise Turner, Vernon; Myrna Olsen, Vernon; Paul Mockler, Victoria; Bill Brandt, Revelstoke.

At the Victoria seminar in April — Donna Love, Victoria General and Colin Chalmers, Royal Jubilee.

At the Victoria seminar in April — front row (from left): Roy Thomas, Victoria General; Dolores Bell, Victoria General; Gary Ward, Victoria General. (Other members' names not available).

At the Vernon seminar in May — (from left) Henry Theobald, Kamloops; Norman Helliard, Ashcroft; Helen Burnet, Kelowna; Marge Ralph, Clearwater.

Queenel Unit members Mabel Antonik (Vice-Chairperson) and Lynne Hogdsonsson (Chairperson) are shown in this photo taken at the Prince George seminar in April.

The Hospital Guardian, July/August, 1981/Page 7
Nanaimo Unit Donates Bursary To Student

The HEU Nanaimo Unit has donated a $200 bursary this year to Anne Dalziel, daughter of HEU member Mary Dalziel.

Unit Secretary Sylvia Laliberte told The Guardian the award is donated annually by the Unit members to a Nanaimo-area student who has an affiliation with HEU.

"The Unit is proud to donate the bursary each year to a worthy student at Malaspina College and assist with the student's educational expenses," said Laliberte.

Anne Dalziel, this year's winner, is in her second year at Malaspina College in Nanaimo and plans to enter the University of Victoria to study physical education.

"The Guardian" received the following notice from Anne Dalziel:

The Guardian: Congratulations!..."
HEU has denounced the practice of having long-term care facilities being given advance notice of imminent visits from government inspectors.

In a May 20th letter to Health Minister Jim Nielsen, HEU criticized the current method of hospital inspections.

"No prior notice of the inspection should be given to the facility and a Union member should always be present for visiting the facility," said Secretary-Business Manager Jack Gerow in the letter.

"Our members feel that the quality of care only improves when inspectors are unpredictable. Secondarily, Union members feel that as health care workers they are often responsible for the maintenance of the hospital or long-term care facility that would be relevant to the inspector's assessments but are often overlooked.

"In short, our members feel that the best picture of what really goes on in a hospital can be derived by unannounced visits during which inspectors seek information from the perspectives of all people who work to make the facility function."

### Improved Education Among Proposals

A letter has been sent to federal Health and Welfare Minister Morinoue, asking for the adoption of a guaranteed annual income, the elimination of all slum areas with consultation of the people residing in these areas, and the implementation of an educational system which "embraces a program which teaches responsibility towards society."

"Union members feel that the elimination of slum areas would enhance the welfare of the general public and thus contribute to a more healthy society. Traditionally, residents of slum areas have been blamed for the physical conditions of their neighbourhoods. In fact, slums are neighbourhoods which governments oftentimes treat as garbage dumps," said the HEU letter.

"Residents of slums are virtually always tenants of buildings whose landlords refuse proper maintenance. Governments should acknowledge that residents of slum areas are no different than the residents of any other area in their needs for decent housing, community facilities, law enforcement, and adequate incomes," stated the letter.

"Governments should then act in consultation with these residents to eliminate slums and provide a guaranteed income above the poverty line. A lot of human suffering would be reduced and taxpayers would then see a decrease in expensive social, health and police services required by slum residents."

"HEU would like to see this attitude of responsibility towards residents of slum areas taught to our children in school," concluded the letter.

### Executive Endorses CCCA

HEU's Provincial Executive, at its May 26th meeting, endorsed the aims of the Concerned Citizens for Choice for Choice from the perspective of all people who work to make the facility function.

### Kinsmen Agreement Is Now Ratified

A collective agreement, between HEU/HELR-A Master Agreement, has been ratified by the Kinsmen Recreation Centre and HEU members working at the Delta health care facility.

The first-ever agreement went into effect June 15 after it was ratified by the board of directors. It had earlier been ratified by the Unit membership in May.

Negotiations for the first contract, which were handled for management by the Government Employers Relations Bureau, began after HEU was granted certification to represent the members in August. 1990.

"We're happy to finally have the contract signed," said Unit Secretary-Treasurer Janet Grant.

There are approximately 45 HEU members at the facility.

### Union Seeks More Renter Protection

HEU has written to Peter Hyndman, provincial Minister of Consumer and Corporate Affairs, urging the government to establish rent controls on all rental units so that the yearly increase is no more than seven per cent.

A second recommendation made to Hyndman was to give the Rentals Act more power to help homeowners and people on fixed incomes who suffer from very high rent increases.

In a May 28th letter, HEU Secretary-Business Manager Jack Gerow said both recommendations are important for the government to consider since tenants today are at the mercy of landlords because of current low vacancy rates.

"For landlords to plead that they can't afford rent control is utter nonsense. It is not uncommon for even decent地段 rental houses to earn $1,000 per week in property appreciation only," said Gerow.

"Under these circumstances, HEU believes it is eminently fair to level a strict seven per cent annual rent increase limit on all rental units.

### Victoria Easter Bingo

The Victoria General Unit held its annual Easter Bingo, which Unit members who attended enjoyed a good time, according to Unit spokesperson Lois Plant.

"It was a great success and everyone really enjoyed themselves. Three top prizewinners were chosen by Mrs. Jenkins, Mrs. Deacon and Mrs. Ford," said Plant.

### Equal Pay Passed In Switzerland

Swiss voters have approved a constitutional amendment ensuring equal pay for work of equal value, according to a June United Press International story.

The measure was proposed by parliament and backed by all political parties. Voter approval was 60 per cent in favour and 40 per cent against although turnout against was 78.5 per cent.

The amendment says men and women are equal before law and should receive equal pay for equal work.

Swiss women generate $4.72 less money than men, and employers argue that the "equal pay for equal work" clause will spell economic trouble for many businesses.

The argument was rejected by political parties and the trade unions on grounds that many jobs in any case are suitable only for men.

### Ashcroft Members

Two Ashcroft Unit members went to Ottawa in May to write exams to complete their training in becoming food service supervisors.

The two dietary staff from Ashcroft and District General Hospital are Unit Secretary-Treasurer Ruth Dalaiki and Unit member Phyllis Grey.
Surprise Dinner Held For “Topsy” Wells

Members of HEU’s Merritt Unit recently held a surprise retirement dinner for long-time member Adeline “Topsy” Wells.

Unit Secretary-Treasurer Henny Gartsema said Wells was a very popular staff member at Nicole Valley General Hospital.

“We all loved Topsy very much and to show our appreciation for all the time she spent serving on our Unit executive, we decided to throw a party for her,” said Gartsema.

A silver necklace was given to Wells at her party by the Unit as well as a photo album filled with photographs of the hospital staff.

Wells served as the Unit’s Secretary-Treasurer for two years and as the Unit’s Treasurer for seven years. She began work at the hospital on October 23, 1986 and worked in the housekeeping and laundry departments until her retirement in March.

“Topsy” told The Guardian she plans to move to Victoria where she will spend her retirement years.

“I hope to keep busy working with the elderly. I have enjoyed every minute of my time spent on behalf of our Union members and I just hope our younger members get involved with the Union,” she said.

Ruth Cummings Retires

Ruth Cummings retired March 25 after working 21 years in the dietary department at Vernon Jubilee Hospital.

Unit Secretary-Treasurer Elaine Nellis said Ruth was “a very devoted worker and will be missed by everyone.”

Among the gifts given to Ruth at her retirement tea was a crystal vase from the Vernon Unit members as well as a silver bucket from her co-workers in the dietary department staff.

Vernon Honours Eddie Krantz

Eddie Krantz, a long-time orderly at Vernon Jubilee Hospital, retired earlier this year after 25 years of service.

“Eddie was very friendly with every staff member at the hospital and was especially compassionate with the elderly patients,” said Unit Secretary-Treasurer Elaine Nellis.

Eddie received a television set from the hospital staff and the Unit at a gathering on his last day of work.

Dorothy Morrey “Well-liked”—Beebe

A farewell dinner was given recently for long-time Ashcroft Unit member Dorothy Morrey on her retirement.

“Dorothy was very well-liked by everyone at the hospital and we’re really sorry to see her go,” said Unit Chairperson Marie Beebe.

Unit members presented Dorothy with a sterling silver necklace as a gift at the dinner.

“Norma Rae” Jeans For Non-Union Firm

A non-union apparel manufacturer in the U.S. has bought the rights to the name “Norma Rae” from Twentieth Century Fox and plans to use it on a new line of designer jeans.

According to the Amalgamated Clothing Workers, the jeans will be marketed by Krates, a New York apparel firm. They will be produced in a non-union contract shop in North Carolina.

ACTWU representatives state

Lower Interest Rates

HEU has written a letter to William Romkey, Minister of National Revenue, urging the government to reduce the level of interest on mortgages and personal loans.

“The situation is particularly acute where mortgage interest is involved against all Canadians, including members of our Union, dream of owning their own home,” said Union Secretary-Business Manager Jack Garlow in the letter to Romkey.

“The situation is particularly disgraceful when you consider that union members work hard every day. HEU members perform useful work in health care which has to be done and are raising families who deserve to be able to live in their own homes.”

Pension Interviews

Pension interviews, held by the Ministry of the Provincial Secretary and Government Services, are being held until October for HEU members who are considering retiring in 1981 and 1982.

The remaining dates and locations for the interviews this year are September 28 in Kamloops, and October 19 in Kelowna.

Forms, which can be obtained at HEU’s member’s place of work, must be filled out and sent to the Superannuation Branch of the government prior to the interviews.

The deadline for submission is clearly indicated on the form itself.

Gerow Elected Vice-President

Directors of the CU and C Health Services Society, the organization that is the centre of the health and dental benefits under the HEU-HFA Master Agreement, have elected HEU Secretary-Business Manager Jack Gerow as a Vice-President of the organization’s board of directors.

According to CU and C established practice, the Vice-President generally moves up to President of the society’s board.

Gerow was first elected to the CU and C board of directors in 1978.

Laf Hansen, Business Agent for the United Food and Commercial Workers Union, (Meat Cutters Union Local 212) was elected President after serving a term as Vice-President.

Other members of the CU and C Board include: John Ahtonek, Carpenters and Joiners Union Local 452; Walter Jacobs, Marine Workers and Boilermakers Union Local 1; Paul Jensen, Laborers’ Union; William Kessell, Floorlayers Union Local 1541; Fred Pfugler, Retail Clerks Union Local 151B; Wyman Trinager, Internation Brotherhood of Workers of America Regional Council No. 1.

Ruth Cummings (right) retired this year after 21 years of work in the dietary department at Vernon Jubilee Hospital. She received many gifts at a retirement tea that was held for her at the hospital.

Unit photo
Concealed Report Released By HEU

A provincial government study, which was concealed for seven months, calls for "immediate attention" by government to staffing levels, regulations, and training in British Columbia's long-term care facilities.

The Report of the government's Long-Term Care Review Team, made public by HEU in a statement to the Health Minister in October, does not address any of the findings:

- 18 of 43 facilities studied provided custodial care only to the residents;
- At almost all facilities, staff laid off during the pandemic were inadequate to meet needs of both residents and staff;
- Only 5.4% of private community care facilities met minimum staffing guidelines for overnight staff;
- Only 45.5% of private community care facilities met minimum staffing guidelines for care aides;
- In many cases, government regulations which require one food service supervisor for every 50 residents were not being met;
- Physiotherapy, occupational therapy and social work consultan ces are available for an average of 2.9 hours per week;
- Many facilities did not encourage training or upgrading of their staff;
- Some orientation programs for staff were totally inadequate;
- There is a "dangerous" need for trained activity aides;
- Few facilities had fire safety policies and procedures posted;
- Included fire safety in orientation or in-service programs; or involved the fire department in drills;
- The facilities which appeared to provide the poorest quality care were in the profit sector.

HEU President Gordon MacPherson said the Union obtained a copy of the government report in late November and decided to release it to the public.

"We don't think government reports prepared with public money should be concealed simply because they show the government isn't doing a good job," he said.

"The Ministry's own study stands in stark contrast to the administration of the Long-Term Care Program."

The 40-page government study is not as comprehensive as the 60-page HEU report released last week, said MacPherson. However, many of its findings and recommendations are the same.

- Fire safety training is not adequate in many facilities;
- Legislation governing long-term care should be rewritten;
- Staffing levels are inadequate for providing better care;
- Although the government report concludes that "quality care can be provided" in both profit and non-profit facilities, statements in the report regarding staffing levels and facilities which provided the poorest quality care appear to conflict with the Union's findings that there is a higher percentage of poor quality in profit-making facilities. HEU requested specific comparisons between the two categories in a number of areas including activity staffing, training, patient program meetings, availability of supplies and the number of profit-making categories to be worse. "It does not appear that the government study made these comparisons," said MacPherson.

The government report does not address other problems such as the ability of owners to close facilities when more lucrative business opportunities appear. The problems of monitoring tax dollars to ensure they are spent on care and the waste of tax dollars which go to owners' profits rather than improving quality of care.

The Union had asked to participate in the government's Review Team last summer. But the offer was rejected. Instead, the government report says that Western Health Care Associates Ltd, assisted in the government study.

This company managed at least two profit-making facilities which provided poor quality care. One such facility is Crestwood Guest Home in Maple Ridge where HEU workers had to walk off the job last year to draw attention to the need for improving conditions. As of March 1, prior to closure of Crestwood the Ministry of Health noted that conditions at this facility were "having a very detrimental effect upon residents in general."

The government report is titled "A Review of Long Term Care Residential Facilities in British Columbia. The report of the Review Team to the Minister of Health."

The Union report is "Long Term Care in British Columbia: The Union Members' Perspectives."

Both reports urge the Minister of Health to take immediate action to improve the quality of care for British Columbia's elderly institutionalized residents.

Work Stoppage Held By Gorge Members

A two-hour work stoppage took place at Gorge Road Hospita l in Victoria June 2 because of dissatisfaction with working conditions. According to Unit Chairperson Cathy Wormald, "It was a spontaneous work stoppage but it had been buildi ng up since August of 1978. The members are dissatisfied with working conditions and came to a head June 2," Wormald told The Guardian.

Wormald said the Unit executive had held several meetings with the hospital's administration to try and resolve the problems. "The members just felt that action wasn't being taken quickly enough by the hospital to resolve the problems," she said.

A spokesperson for the hospital said the dissatisfaction working conditions would be improved.

Approximately 100 HEU members were involved in the sit-in, however, 30 Union members stayed on the job to ensure that no residents at the extended care hospital suffered any hardship because of the brief work stoppage, said Wormald.

Old Age Payments Need To Be Increased

HEU has written to federal Health and Welfare Minister Monique Begin asking to raise old age pension payments.

In a letter May 17, HEU told the minister that the current Old Age Pension and Guaranteed Income Supplement "adds up to living in poverty."

"HEU feels it is a disgrace that old age pensioners, who rely on the government for their well-deserved income, should be forced to live below the poverty line," said HEU president Gordon MacPherson. "We urge your government to take action by increasing the pension and maintaining the very important cost-of-living increments," stated the letter.

No Billing At Kamloops Hospital

An internal memo from Royal Inland Hospital Medical Direc tor G. Davies in May instructed employees of physicians not to conduct double billing on the Kamloops hospital's 16-bed premisses.

"(Non-union employees, i.e. employees of physicians, will not be permitted to include a Record Balance Billing on Royal Inland Hospital premises until further notice," stated the May 14 memo.

The memo was circulated because of HEU's "members' and other employees' concerns at the hospital regarding the practice of double billing by doctors."

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

A resolution was passed at the last HEU convention that called for opposition to such a practice.

"It's a scandal," says Windermere Central Park Lodge after performing the duties of HEU members who were on strike at the Vancouver Health care facility. In the collective agreement reached July 22, HEU stipulated that the union-union employees hired to perform HEU members' jobs during a strike shall never work at Windermere again.
Edith Paddle has been working at the Cancer Control Agency of BC for about 15 years as a senior aide in building the Agency. Edith's job involves the ordering and daily distribution of supplies throughout the Vancouver cancer treatment facility.

"I've been here since October 26, 1986, so I know the job. I have several close friends who work here, and I've been to a few cancer events at the Agency."

Edith lives with her husband, who is an eighteenth-century historian, and their two children. Edith is a member of the Vancouver Bar Association and is involved in various community service projects.

"Some of the patients come to see us regularly, and we often talk about their experiences with cancer. It can be very rewarding to be able to offer them support and encouragement."