

## Strike Now Over

# Agreement Reached At Windermere



Windermere Unit members Shirin Nathu (left) and Lolita Paco arrived for work July 27 after an agreement was ratified by both HEU and Windermere management. The collective agreement ended a three and a half month strike at the Vancouver health care facility.

"Ecstatic" was the way Windermere Unit Chairperson Edna Moran 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 too to learn that the strike was over," Moran 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 Moran, who was a member of the Union's negotiating team.

"I'm very proud of all of the members who stuck it out. We now realize it was worth the fight."

The agreement, which covers the period from July 17 of this year to March 31, 1982, is based on HEU's Master Agreement and includes the HEU standard of wages and benefits.

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

"It has been a long ordeal for everyone and I am certainly glad to be returning to work. What I will be forever impressed with, however, is the manner in which we all stood together throughout it all. It wasn't easy but we did it," said Farrell.

"It was so important to keep that picket line operational just to show management that we were united. And we did it with help from other HEU members as well, including the tremendous support of the Provincial Executive."

Bebeth Dela Rea, another member of the negotiating team, said the Unit members appreciated the support from the rest of the membership.

"We couldn't have done it alone. We needed the help of the rest of the Union members and we got it throughout the strike," said Dela Rea.

Negotiations between HEU and Windermere had resumed in June after a two-month hiatus.

HEU's position from the outset had been to have the Windermere dispute settled by arbitration.

Union President Gordon MacPherson said the settlement was "a classic case of hard work and unity within a trade union."

"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 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 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 had met approximately three times per week in the month of June to

hear HLRA's rebuttal on HEU clerical job matches.

HLRA completed their rebuttal on June 26. Argument for both HEU and HLRA was presented at several dates during the month of July.

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

## Shaughnessy Unit Stages Work Stoppage

About 250 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 orderlies.

Glenn Whiteside, the Unit's chief shop steward, told The Guardian that the announced layoff of the orderlies was not the only reason for the sit-in.

"The issue wasn't just the 24 orderlies. That 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 Whiteside, who is a nursing orderly.

"Management's refusal to

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

The work stoppage began at 9:30 a.m. and carried on until 10 p.m. on June 10. That evening, at an informal Labour Relations Board hearing, the LRB instructed Shaughnessy management to negotiate the Union's grievances.

At Guardian press time, negotiations were being held between HEU and the hospital over the backlog of grievances and the proposed layoff of the 24 orderlies.



Shaughnessy Unit Secretary-Treasurer Mary Aitken (right) spoke to her fellow Unit members at a sit-in June 10 staged by the members after announcement by the administration that 24 orderlies would be laid off at the Vancouver hospital.

Sharon Levine photo

## HEU Mourns Passing of W. M. (Bill) Black

HEU mourned the sudden passing away of former long-time Secretary-Business Manager W. M. (Bill) Black, on June 18. He died at the age of 74.

Born in Scotland, Black became the very first Secretary-Business Manager of the Union in 1944 and served in that capacity until 1968.

He served on nearly every major labour body in B.C. and Canada, including a three-year stint as President of the B.C. Federation of Labour from 1956-1959.

"Bill Black pioneered in winning social and economic benefits for health care workers in his long and honourable trade union career," said HEU Secretary-Business Manager Jack Gerow.

"I speak for every hospital employee, past and present, who has ever been connected with Bill when I say that it was because of him that there are vastly improved working condi-

tions in B.C. hospitals," said Gerow.

Generally recognized as the "father" of the Hospital Employees' Union, he initially began his involvement with working people during the Depression years in Vancouver when he was selected as spokesperson for a group of unemployed.

From there, Black moved to City Hall where he began work as a Health Inspector. While at City Hall, he assisted with employees at Vancouver General Hospital to help organize a union to improve Depression-like working conditions at the hospital.

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 at the funeral service for Brother Black in Vancouver June 24.

Out of respect for Brother Black, all four HEU offices were closed June 24.

## Conference Calendar

The following is a list of the calendar of events attendant to the Eighth Provincial Wage Policy Conference to be held in Vernon Oct. 1-2. All of the events are to be held in Vernon except for the Resolutions Committee meetings Sept. 17-18.

Sept. 17-18.....Resolutions Committee (at Provincial Office)  
Sept. 28-29.....Resolutions Committee (at Provincial Office)  
Sept. 30.....Provincial Bargaining Committee  
Sept. 30.....Provincial Executive (if necessary)  
Oct. 1-2.....Provincial Wage Policy Conference  
Oct. 3.....Travel Day



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

# The Hospital Guardian

Official Magazine of the  
HOSPITAL EMPLOYEES' UNION LOCAL 180

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## Editorial Page



### 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.





Shirley Dwinniczuk (left), Lorraine Russell (centre) 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

## Unit Contributions Now Over \$43,000

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

As of the end of July, 96 Units had contributed \$43,970 in donations in helping 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, \$200
- St. Paul's, \$2,500
- Burnaby, \$1,400
- Royal Columbian, \$918
- St. Mary's, \$500
- Powell River, \$400
- Squamish, \$100
- Sechelt, \$200
- Surrey, \$200
- White Rock, \$1,000
- Richmond, \$500
- St. Vincent's, \$500
- G.F. Strong, \$200
- Shaughnessy, \$2,000
- Dogwood, \$600
- Cancer Control, \$2,300
- Holy Family, \$700
- Red Cross, \$200
- Arthritis Society, \$100
- Florence Nightingale, \$150
- Grandview, \$100
- Como Lake, \$130
- Altamont, \$200
- Inglewood, \$200
- Kensington, \$300
- Kiwanis Manor, \$250
- Edith Cavell, \$200
- Delta, \$525
- Queen's Park, \$100
- New Vista, \$300
- Willingdon, \$200
- Southpines, \$100
- King George, \$141.45
- Shaughnessy Manor, \$130
- Chilliwack, \$600
- Langley, \$200
- Maple Ridge, \$500
- Mission, \$200
- Menno, \$295
- Parkholme, \$100
- Matsqui, \$490
- Kimberley, \$50
- Rossland, \$100
- Cranbrook, \$475
- Castlegar, \$100
- Golden, \$100
- Invermere, \$200
- Grand Forks, \$200
- Columbia View, \$200
- Kimberley Special Care, \$200
- Victoria General, \$1,000

- Mount St. Mary \$200
- Queen Alexandra, \$200
- Nanaimo, \$2,000
- Duncan, \$700
- Ladysmith, \$300
- Campbell River, \$300
- Port Alberni, \$500
- Cumberland, \$300
- Priory, \$100
- Royal Jubilee, \$1,500
- Saanich, \$300
- Gorge Road, \$150
- Courtenay, \$300
- Tofino, \$100
- Olive Devaud, \$75
- Glacier View, \$75
- Port McNeill, \$65
- Nanaimo Travellers, \$50
- Kelowna, \$800
- Penticton, \$700
- Vernon, \$200
- Enderby, \$100
- Salmon Arm, \$250
- Lillooet, \$320
- Oliver, \$250
- Clearwater, \$100
- Ponderosa, \$200
- Overlander, \$250
- Noric House, \$75
- Williams Lake, \$226
- Kitimat, \$200
- Prince George, \$2,000
- Fort St. John, \$300
- Dawson Creek, \$1,000
- Smithers, \$150
- Fort Nelson, \$500
- Burns Lake, \$250
- Chetwynd, \$200
- Mackenzie, \$150
- 100 Mile House, \$200
- Pouce Coupe, \$50
- Prince Rupert, \$110
- Bella Coola, \$350

## Conference Set For November

The date of the wage policy conference for Units not covered by the Master Agreement has been tentatively set for early November.

The HEU Constitution and By-Laws provide for a separate wage policy conference for Units not involved in the HEU-HLRA Master Agreement province-wide bargaining.

Units called to a separate wage policy conference shall not be called to the Provincial Wage Policy Conference, according to Article XII of the Union's Constitution and By-Laws.

## To discuss HEU report

# Meeting With Nielsen Requested

HEU has formally requested a meeting with Health Minister Jim Nielsen to discuss the Union's Long Term Care report.

HEU Secretary - Business Manager Jack Gerow said the Union would like to discuss the problems in health care facilities with the Minister and his staff as soon as possible.

ties with the Minister and his staff as soon as possible.

"In response to our request to meet with you directly to discuss our report, we have been passed off to the same Assistant Deputy Minister who refused our earlier offers of advice and assistance," said Gerow in a letter to Nielsen.

"The matter of the quality of health care provided under the Long Term Care Program requires political action, not bureaucratic inaction," said Gerow.

In March 1980, the then Minister of Health Rafe Mair announced the establishment of a task force review into the quality of health care provided under the Ministry's Long Term Care Program. The review was to have been conducted with the assistance of those with demonstrated interests in the Long Term Care Program.

"HEU, in response to that announcement, wrote to the Assistant Deputy Minister of

Health offering to assist the task force review at any level. The Assistant Deputy Minister rejected HEU's offer and at no time sought any assistance or advice from us," added Gerow.

HEU produced its own report into long term care in May after a nine-month study involving 1,300 workers in 79 facilities in the province.

Nielsen himself, in a June press release, said he agreed with a majority of the Union's findings.

"... for the most part, the findings of the report (HEU's Long Term Care in British Columbia: The Union Members' Perspective) agree with those of the Long Term Care task force which submitted its report earlier this year," stated Nielsen.

"We think the Minister would be acting in the public's interests by meeting with us as quickly as possible," said Gerow.

## Equal Pay Issue And Peck Board

Ed Peck, Chairman of the Peck Arbitration Board, has informed 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 classification system under the provisions of the HEU Master Agreement.

HEU asked for a decision on the matter after HLRA President and Chief Executive Officer Peter McAllister was quoted publicly 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 Employees' Union. Despite the fact that both parties have spent significant time and money in developing systems for rating jobs, the Union seems willing to ignore all that effort. We are not — it's that simple. It is our belief that the results of these efforts will correct 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 Handed Down July 2

An arbitration award handed down July 2 has concluded contract negotiations between HEU and Altamont Private Hospital in West Vancouver.

The award settled the outstanding differences between the parties over the terms of a collective agreement between HEU and Altamont for the period from April 1, 1980 to December 31 of this year.

Among the provisions dealt with by the arbitration board were portability of sick leave and special leave credits, supplementary vacations and medical and extended care coverage.

The award stated that the collective agreement "should contain a provision for portability of sick leave credits."

The award included a Union proposal that would provide for additional vacation days on certain specified anniversaries.

A Union proposal that the Employer pay 100 per cent of the cost of the premiums for medical and extended care coverage was also included in the award. "We would include the provisions proposed by the Union, since they are now standard in this industry," stated the award.

## Dietary Matches Tabled

HEU has scheduled meetings for July 30, August 5 and 6 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 workers.

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

The Union has also received some patient care job descriptions from HLRA July 23. The nursing jobs are the next group to be classified after dietary.

The next groups to be classified after nursing will be Stores to be followed by Laundry, Housekeeping, Utility/Maintenance and finally, special categories.

## Chilliwack Unit Picnic

The Chilliwack Unit held their fourth annual picnic July 1 and in the words of Secretary-Treasurer Carole Schulties it 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 afternoon shift members could come," said Schulties.

There were about 150 people in all, including the members' kids who, according to Schulties "ate up everything there possibly was to eat."

"There were hot dogs, ice cream, tug-of-wars and a scavenger hunt so everyone had a good time."

The annual affair was held at Cultus Lake.



On July 23 Windermere Unit members unanimously ratified an agreement that was reached the day before between HEU and Windermere Central Park Lodge. The agreement, which expires March 31, 1982, includes the HEU standard of wages and benefits.





These Swan Valley Unit members were on hand for a Unit meeting May 8 in Creston. The Swan Valley Unit is one of the more recent HEU certifications.

Marion Perry photo

### In Steelworkers' settlement

## Equal Pay A Contract Issue

Equal pay for work of equal value was an issue in a contract settlement earlier this year between the United Steelworkers of America in Trail and Cominco Ltd.

### 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 multi-national 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.

In the settlement, the new base rate for clerical employees (all female) in the mail clerk, key punch and steno classifications is \$10.06 per hour as of May 1, 1981. The rate goes up to \$10.65 per hour May 1, 1982.

The janitor rate is now \$10.00 per hour as of May and goes up to \$10.59 per hour May 1, 1982.

The increment steps in the mail clerk, key punch and steno categories were reduced to 18 months from 30 months as a result of the settlement.

The labourer rate is \$10.20 per hour this year and goes up to \$10.94 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 46 per cent over two years while the janitor 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 400 San Jose, California 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 claims 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 2,000 librarians, clerks, parks employees and other workers, voted 295-27 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 lit 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 to assist in eliminating male-female pay disparities.

### 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 Marie Beebe told The Guardian.

## Education Seminars To Start Aug. 31

The continuing HEU Education Program for Unit officers and shop stewards starts up again 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:

- August 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 — Vernon
- Sept. 17-18 (Group 'A') Communication/Public Speaking — Abbotsford
- Sept. 21-22 (Group 'A') Communication/Public Speaking — Victoria
- 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. 14-16 (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. 7-8 (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 — Vancouver

Over 600 HEU shop stewards and Unit officers from across the province will be taking part in these seminars.

## 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, says HEU President Gordon MacPherson.

"In this case, it might have been months before that person would have been ultimately reinstated and thus justice served. Because the arbitration board was quickly convened,

the person was reinstated that much sooner once the decision was handed down," said MacPherson.

MacPherson said attempts to negotiate a variation to the Master Agreement to include an expedited arbitration provision are still continuing.

"It should be obvious that an expedited arbitration procedure is in the interests of HEU members and HLRA," added MacPherson.



Burnaby Unit member Maureen Campbell (left) is hosting a Northern Ireland child this summer as part of a project that saw 82 Ulster children visit British Columbia in July. Pictured here with Maureen is Brian Campbell (centre) and Brian's mother Irene.





HEU's first Secretary-Business Manager W. M. Black was in fine form talking to HEU Director of Membership Services Ray McCready at the Union's Twelfth Convention last year. Brother Black, generally considered as the 'father' of HEU, passed away in June at the age of 74.

## 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 all 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: Como Lake, Ladner, Crestwood, Maplewood Manor, Parkridge, Richmond Lions Manor, Florence Nightingale, Crofton Manor, Grandview, Southpines, Windermere, Altamont and Inglewood.

Those Unit representatives who attended the conference were: Barb Roberts, Shirley Bentley, Noella Barclay, Linda Jones, Joanne Vanderburg, Grace Dunning, Libby Johnson, Marjorie Leed, Maureen McKee, Rita Biring, Yvonne Krassey, Mary Lou Malakoff, Sarah Lindsay, Susie Reddy, Myrna Acob, Edna Moran, Isobel Farrell, Joan Wright, Madeleine Ross, Florence Jogai and Eleanor Frost.



Dorothy Mahon's duties at Cranbrook and District Hospital include stirring the soup which will eventually be served to the hospital's patients and staff. HEU member Mahon is a dietary aide at the East Kootenay hospital.



Cancer Control Unit members Debbie Holley (left) and Debbie Lawrence. Holley is a clerk-typist and Lawrence a messenger at the Vancouver cancer clinic.

*Did you know . . .*

HEU/HLRA

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

Premiums rebated by the Unemployment Insurance Commission shall be paid directly to employees by the Employer. Article XI, Section 10, Page 59.

Master Agreement

# 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 \$200 to \$300 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!



**We want equal pay for work of equal value.**

*Let's show it!*



## Seminar photos

# Nanaimo, Abbotsford, Vancouver and Cranbrook

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 \$160,000 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.



These members from several Fraser Valley Units attended seminars held in Abbotsford June 4-5.



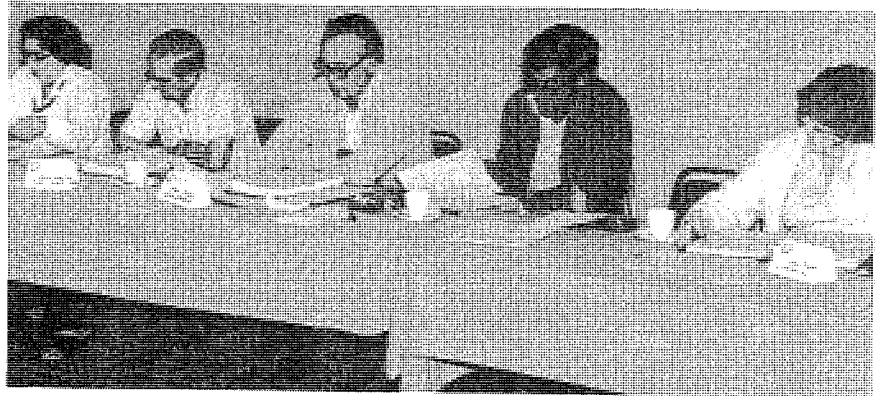
At the Vancouver seminar in June — front row: Fe Datwin, Edith Cavell (left) and Vijay Deo, Edith Cavell. Middle row, Jack Brydle, Cancer Control. Other members' names not available.



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



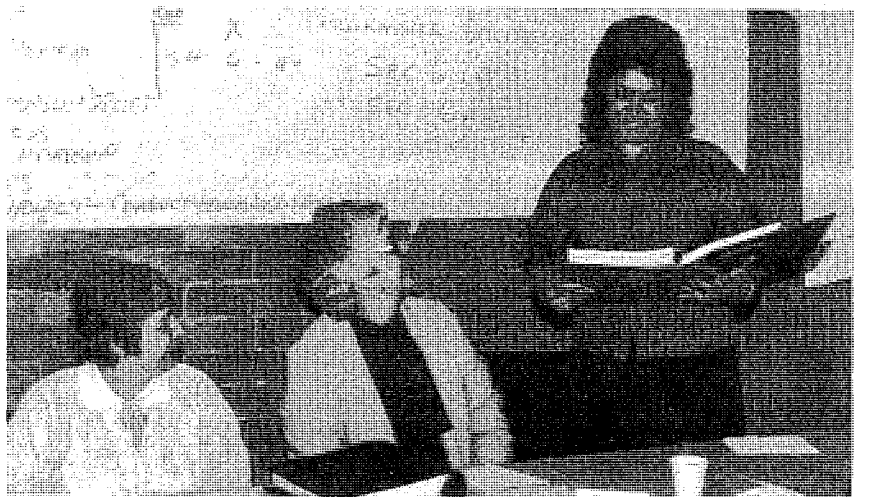
At the June 8-10 Nanaimo seminars — (from left) Eileen Henneberry, Nanaimo; Shannon Fitzhenry, Nanaimo; Wendy Gibav, Port Alberni.  
The Hospital Guardian, July/August 1981/Page 8



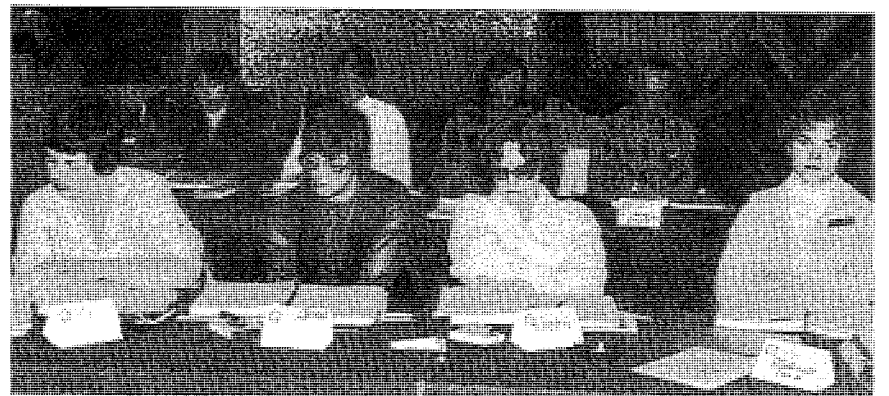
At the June 8-10 Nanaimo seminars — (from left) Anna Johnston, Powell River; John Johnston, Powell River; Norm Dyble, Olive Devaud; unidentified member; Irene Fair, Chemainus.



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



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



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 — Doreen Young, Priory; Ian Hargreaves, Capibal Region; John Evans, Mount St. Mary; Sandy Fleet, Victoria General; Vivian Kirk, Victoria General; Carole Campbell, Aberdeen; Bonnie Youngman, Mount Tolmie; Janet Dawson, Mount Tolmie.



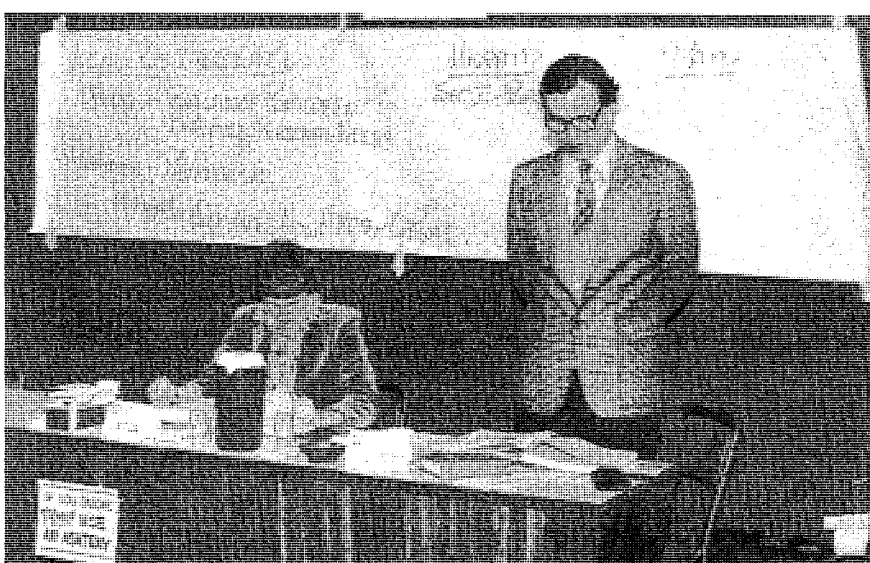
At the Vernon seminar in May — Eva Austin, Summerland; Ted Meysen, Oliver; Dorothy MacRae, Ridgewood Lodge; Marilyn Zupp, Vernon; Mickie Bazzani, Noric House; Lawrence Polehoykie, Vernon. (Other members' names not available).



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



At the Vernon seminar in May — Lillian Cooper, Kamloops; Sandy Fenrich, Kamloops; Theresa Lucke, Princeton; Jeff Pickford, Penticton; Danny Johnson, Penticton; Robert Hart, Enderby; Joan Haller, Noric House; Louise Turner, Vernon; Myrna Olsen, Vernon; Paul Mackiewicz, Vernon; Bill Brandt, Overlander.



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



At the Victoria seminar in April — front row (from left): Ray 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 Helland, Ashcroft; Helen Burnell, Kelowna; Marge Ralph, Clearwater.



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





Sylvia Laliberte (left) Nanaimo Unit Secretary, recently handed over a \$200 bursary on behalf of the Unit to Malaspina College student Anne Dalzell. Anne's mother Mary is an HEU member at Nanaimo Regional Hospital.

Unit photo

## Nanaimo Unit Donates Bursary To Student

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

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 Dalzell, 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.

Anne's mother Mary is an HEU member at Nanaimo Regional General Hospital.

## For first quarter of '81

## Settlements Average Over 12 Per Cent

Collectively bargained settlements in the first quarter of 1981 provided for a higher average rate of wage increase than those in the fourth quarter of 1980, according to a report issued by Labour Canada.

The 97 major settlements during the first quarter produced average annual increases in base rates of 12.3 per cent in compound terms. The comparable figure for the previous quarter was 10.8 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

Thirty-three of the settlements in the first quarter were classified as one-year agreements, 44 were classified as two-year agreements and 20 as three-year agreements.

In one-year agreements the average annual increase in base rates was 11.5 per cent. In two-year agreements the average annual increase was 16.2 per cent for the first year and 12.4 per cent for the second year. In three-year agreements it was 12.9 per cent for the first year, 10.4 per cent for the second year and 9.7 per cent for the third year.

Of the 97 settlements during the first quarter of 1981, 22 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was

8.7 per cent (excluding the effect of the COLA clause). The remaining 75 settlements without a COLA clause provided for an average annual increase in base rates of 13.8 per cent.

### Summary of the Last Four Quarters

During the 12-month period ending with the first quarter 1981, there were 519 major collective agreements settled. These settlements provided for an average annual increase in base rates of 11.0 per cent.

Of the 519 settlements, 133 were classified as one-year agreements, 283 as two-year agreements and 103 as three-year agreements.

The one-year agreements provided for an average annual increase in base rates of 10.8 per cent. The two-year agreements provided for increases of 13.4 per cent for the first year and 10.4 per cent for the second. The three-year agreements provided for increases of 9.3 per cent in the first year, 8.6 per cent in the second year and 8.2 per cent in the third year.

There were 143 settlements negotiated in the 12-month period ending with the first quarter which contained a COLA clause. These settlements provided for an 8.8 per cent average annual increase in base rates (excluding the effect of the COLA clause). The 376 settlements without a COLA clause provided for an average annual increase of 11.8 per cent.

## To ESDA legislation

## HEU Proposes Addition

HEU has urged the provincial Minister of Labour Jack Heinrich to introduce legislation that would require arbitrators under the Essential Services Disputes Act to award equal pay for work of equal value.

In a letter to Heinrich in June, HEU Secretary-Business Man-

ager Jack Gerow said the legislative addition was necessary because of the "job ghettos" women now work in.

"Even though such jobs require about the same skill, effort and responsibility as certain jobs performed by men, these women are paid substan-

tially lower wages," said Gerow.

"HEU makes this proposal because we are satisfied that arbitrators under the ESDA will apply ESDA criteria as an 'averaging' procedure and, accordingly, the prevailing discriminatory standard of women's rates of pay will be perpetuated rather than ameliorated or eliminated," said Gerow in the letter.

"More specifically, the criterion that requires an arbitrator under ESDA to have regard to 'the terms and conditions of employment in similar occupations outside the employer's employment' would be used to rationalize the continuation of discriminatory wage practices against women."

Gerow added that it is HEU's position that such application would be inconsistent with not only the intent but also the specific statutory obligation under the B.C. Human Rights Code to determine wage rates on the basis of skill, effort and responsibility.

"Accordingly, HEU proposes the addition of the following criterion to Section 7 of the Essential Services Disputes Act to read as follows:

"In an arbitration board under this Act, the single arbitrator, or the arbitration board, shall have regard to the need to establish and maintain wage rates based on equal pay for work of equal value."

2. Multiply by number of years of service;
3. Subtract .7 per cent (integration of Canada Pension Plan and Superannuation);
4. Multiply by \$1,225 or current monthly salary (whichever is less);
5. Multiply by years projected (not more than five).

For personalized, accurate calculation of monthly pension, the Branch requires the applicant's name, date of birth, length of service, salary range in five-year periods and marital status. If married, the above information is required about the spouse.

If an HEU member would like to accurately calculate his or her monthly pension, he or she is requested to write:

Mrs. F. Cahoon,  
Supervisor,  
Superannuation Branch,  
544 Michigan Street,  
Victoria, B.C. VXV 4R5

## Bertoia Off To Trail

The Rossland Unit bid a tearful farewell to Union member Connie Bertoia in May after her 22 years of service at Mount Misericordiae Hospital as a medical records clerk.

A coffee party was held for Connie May 19 on her last day of service. She has taken a job at Trail Regional Hospital.

Rossland Unit members are planning a wine and cheese party for Connie in September, according to Unit Secretary-Treasurer Simone LaPlante.

## Hidden Profits At Private Facilities

In case there was any doubt about the hidden profits that are available to owners of long term care facilities, here are some figures *The Guardian* has obtained from the Provincial Assessment Authority.

Edith Cavell Private Hospital's 1979 land value was assessed at \$123,700 in 1979, and last year jumped to \$477,300, an increase of 285 per cent.

Crofton Manor in Vancouver was valued at \$1,652,450 in 1979 and \$2,643,900 in 1980. Kensington Private Hospital had its land assessed at \$423,750 in 1979 and \$913,550 in 1980, an increase of 166 per cent.

Normandy Private Hospital and Windermere Central Park Lodge also took a big jump in increased land value last year. Normandy went from \$754,900 in 1979 to \$1,555,750, and Windermere from \$1,161,050 in 1979 to \$1,857,700.



Nanaimo Unit Treasurer Eileen Henneberry (right) recently donated a \$200 cheque on behalf of HEU's Nanaimo Unit to the Nanaimo District Secondary School soccer team (1981 provincial champs) for the club's upcoming trip to California. Receiving the cheque from Eileen is the club's coach Ron Martens.

Unit photo





The Victoria General Unit's Easter Bingo proved to be a success thanks to the help of Unit "bunnies" Christine Ek (left) and Lois Plant (right). Dolores Bell (centre) worked as caller for the evening, which proved to be very popular with all Unit members attending.

Unit photo

## 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 Rentalsman more power to help pensioners and people on fixed incomes who suffer from very high rent increases.

In a May 29th letter HEU Secretary-Business Manager Jack Gerow said both recom-

mendations 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 decrepit old rental houses to earn \$1,000 per week in property appreciation only," said Gerow.

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

## Alberta Strikebreaker May Face Discipline

A member of the United Nurses of Alberta who served as a strikebreaker at Windermere Central Park Lodge during the strike at Vancouver health care facility may be liable to disciplinary measures, according to a UNA spokesman.

Simon Renouf, UNA Chief Executive Officer, said his organization would investigate the matter.

"Unfortunately, it appears that one person in a UNA certified bargaining unit has been used as a strikebreaker at Windermere. This is being investigated, and this person may be liable to disciplinary measures," said Renouf.

"UNA has attempted to provide support for the B.C. Nurses Union as well as the Hospital Employees' Union during the strike by focusing public attention on the activities of Central

Park Lodges in Canada and by discouraging our members from permitting the transportation of nurses or other staff to Vancouver."

Renouf said that he received information from HEU that nurses and other staff from Alberta nursing homes have been sent by their employers to work in Vancouver.

"This is outrageous. At a time when nursing homes in Alberta are short staffed, we are told that they are sending people to B.C. to work as scabs."

"How can the privately-owned nursing home industry in Alberta plead poverty when it has the money to jet strikebreakers to Vancouver to support its corporate cronies?"

UNA has written to Alberta Hospitals' Minister Dave Russell demanding that he investigate the charges.



Members of the Grace Unit in Vancouver held a smorgasbord banquet recently that was attended by 60 Unit members. Included at the gathering were Unit Chairperson Diane Kozak and Secretary-Treasurer Tena Pendlebury.

Unit photo

## Should be changed

# Hospital Inspections

HEU has denounced the practice of hospitals and long-term care facilities being given advance notice of upcoming visits from government inspectors.

In a May 29th 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 accompany the inspector 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 anticipated. Secondly, Union members feel that as health care workers they are often aware of things in 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 Monique Begin from HEU, 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 sane and healthy society. Traditionally, residents of slum areas have been blamed for the physical conditions of their neighbourhoods. In fact, slums are neighbourhoods which governments often 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 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

annual 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 29th meeting, endorsed the aims of the Concerned Citizens For Choice On Abortion and also decided to arrange for an HEU contingent to be present at a CCCA rally scheduled for September 12th in Vancouver.

The CCCA is a Vancouver-based group whose aims are to defend women's right to choose whether they want an abortion or not and to repeal all anti-abortion laws.

A rally is being held in Vancouver September 12th to support pro-choice candidates in upcoming hospital board elections in Richmond, Surrey, North Vancouver and Victoria.

## Victoria Easter Bingo

The Victoria General Unit held an Easter Bingo recently at which Unit members who attended had a good time, according to Unit spokesperson Lois Plant.

"It was a great success and everyone really enjoyed themselves. The \$50 jackpot was won by Mrs. Jenkins, Mrs. Doucette and Ms. Pushie," said Plant.

Plant said Unit members are now looking forward to the Unit's Christmas Bingo.

## Equal Pay Passed In Switzerland

Swiss voters have approved a constitutional amendment ensuring women in Switzerland "equal pay for equal work," 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 among the country's 3.9 million electorate was just 33.5 per cent.

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

Swiss women in general receive 30 per cent less money than men, and employers argued that the "equal pay for equal work" clause will spell economic trouble for many businesses.

The argument was rejected by the 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 conclude their training in becoming food service supervisors.

The two dietary staff from Ashcroft and District General Hospital are Unit Secretary-Treasurer Ruth Balaski and Unit member Phyllis Grey.

## Kinsmen Agreement Is Now Ratified

A collective agreement, based on the HEU/HLRA Master Agreement, has been ratified by the Kinsmen Retirement 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 facility's 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 Employees' Relations Bureau, began after HEU was granted certification to represent

ent the members in August, 1980.

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

There are approximately 45 HEU members at the facility.



These Kelowna Unit members were among the gathering of HEU members at a Unit meeting held in May.

Ray McCready photo



## HEU RETIREES



Former Merritt Unit Secretary-Treasurer Adeline "Topsy" Wells was honoured by Unit members with a gala retirement party recently. Wells served the Unit in a number of elected positions since starting work at Nicola Valley General Hospital on October 23, 1966.

Unit photo

### Vernon Honours Eddie Krantz

Eddie Krantz, a long-time orderly at Vernon Jubilee Hospital, retired earlier this year after 28 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 Neill.

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



Eddie Krantz, a long-time Vernon Jubilee Hospital employee, was showered with gifts on the occasion of a retirement gathering in his honour in April. Eddie (shown here with his wife Dorothy) worked as an orderly at the hospital for 28 years before retiring this year.

Unit photo

### Surprise Dinner Held For "Topsy" Wells

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

Unit Secretary-Treasurer Henny Geertsema said Wells was a very popular staff member at Nicola 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 Geertsema.

A silver necklace was given to Wells at the 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, 1966 and worked in the housekeeping and laundry departments up 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 by 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 Neill 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 locket from her co-workers in the dietary department staff.

### 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 Kratex, 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 as almost all Canadians, including members of our Union, dream of owning their own home," said Union Secretary-Business Manager Jack Gerow 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 the personnel office of HEU members' 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 carrier of the health and dental benefits under the HEU-HLRA 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 1979.

Leif 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 Anatooshkin, Carpenters and Joiners Union Local 452; Walter Jacobs, Marine Workers and Boilermakers Union Local 1; Paul Jensen, Labourers' Union; William Kessel, Floorlayers Union Local 1541; Fred Pflueger, Retail Clerks Union Local 1518; Wyman Trineer, International Woodworkers of America Regional Council No. 1.



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

Unit photo





These Ashcroft Unit members, employees of the Ashcroft and District General Hospital dietary staff, were among the gathering that attended the Unit's annual dinner held in April.

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 May, was presented to the Health Minister in October. Among the report's findings:

- 18 of 43 facilities studied provided custodial care only to their residents;
- At almost all facilities, staff felt the input of physicians was inadequate to meet needs of both residents and staff;
- Only 54.5 per cent of private community care facilities met minimum staffing guidelines for nurses;
- Only 45.5 per cent of private community care facilities met minimum staffing guidelines for care aides;
- In most cases, government regulations which require one food service supervisor for every 50 residents were not being met;
- Physiotherapy, occupational therapy and social work consultants are non-existent or in short supply;
- Many facilities did not encourage training or upgrading for Nurse Aides;
- Some orientation programs for staff were totally inadequate;
- There is a "desperate" 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 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," explained MacPherson. "The Ministry's own study stands as an indictment of the administration of the Long Term Care Program."

The 40-page government study is not as comprehensive as the Union's report on Long Term Care released last week, said MacPherson. But many of its findings and recommendations are the same. HEU and government findings both show that:

- Fire safety training is not adequate in many facilities;

- Legislation governing long term care should be rewritten;

- Staffing levels are inadequate for providing better than custodial 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 confirm the Union's finding that there is a higher chance of poor quality in profit-making facilities. HEU also made specific comparisons between the two categories in a number of areas including activity staffing, training, patient program meetings, availability of physiotherapists, availability of supplies and found the profit-making category to be worse. "It does not appear that the government study made these comparisons," added MacPherson.

The government report does not address other problems with profit in health care ie. 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 for residents. In March, 1981 prior to closure of Crestwood the Ministry of Health noted that conditions at this facility were "having a very deleterious 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' Perspective."

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

## Nielsen Supports HEU Study

Provincial Health Minister Jim Nielsen has publicly supported the HEU long-term care study release in May.

In a May 29th press release, Nielsen said the HEU report "identifies a number of deficiencies (at long-term care facilities)."

The major "deficiencies" cited were: inadequate fire safety measures; inadequate numbers and training of staff; vague and poorly enforced regulations; and substandard care in privately-operated facilities.

Nielsen however did not agree with the report's finding that care provided by private operators is significantly lower than those in non-profit facilities.

"Private operators have an important role to play in the long-term care field and I am confident that agreements will be reached which will protect the interests of our elderly citizens and guarantee an adequate supply of facilities," said Nielsen.

Nielsen said he has asked senior ministry officials to meet with HEU in order to discuss the Union's study.

The Registered Nurses Association of B.C. wrote to Nielsen in June in saying they supported the recommendations on long-term care made by HEU.

University of B.C. social work professor Mary Hill praised the Union's study.

"Caring abounds in the quotas from workers and in recommendations. Quality of care is the issue and the goal," said Hill.

The Vancouver Sun newspaper, in a May 25th editorial that was re-printed in the June Guardian, urged the government not to ignore the HEU recommendations made in the study.

"... it is imperative that the government not compound its original errors by ignoring everything the (long-term care) employee has to say about the way things are being run."

## No Billing At Kamloops Hospital

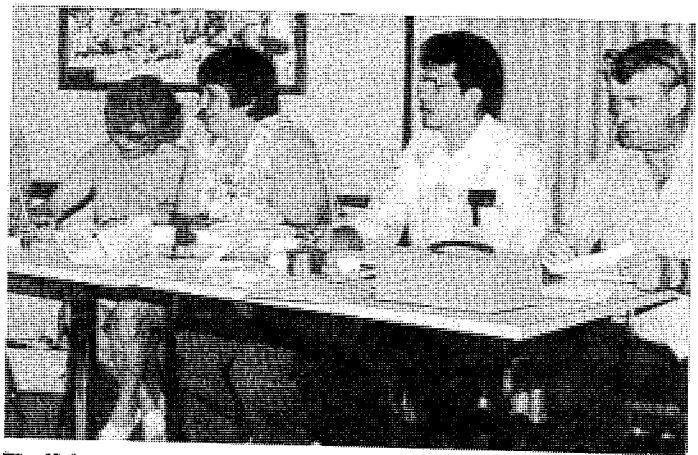
An internal memo from Royal Inland Hospital Medical Director G. R. Davies in May instructed employees of physicians not to conduct double billing on the Kamloops hospital premises.

"Non-union employees, ie. employees of physicians, will not be permitted to conduct Balance Billing on Royal Inland Hospital premises until further notice," stated the May 13th memo.

The memo was circulated because of HEU 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.



The Kelowna Unit executive answered questions from Unit members at a meeting in May. From left: Mary Kwasnicki, Treasurer; Helen Burnell, Chairperson; Doug Enns, Secretary; Bob Shortland, Vice-Chairperson.

Ray McCready photo

## Work Stoppage Held By Gorge Members

A two-hour work stoppage took place at Gorge Road Hospital 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 building up since August of 1979. The members are dissatisfied with working conditions and it came to a head June 2," Wormald told The Guardian.

Wormald said the Unit's 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 unsatisfactory 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 May letter, 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. We urge your government to take action by increasing the pension and maintaining the very important cost-of-living increments," stated the letter.



Ashamed "scabs" leave 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 non-union employees hired to perform HEU members' jobs during the strike shall never work at Windermere again.

Andy Kozyniak photo



## At Cancer Control In Vancouver

### Edith Manages The Linen

Edith Pendle has been working at the Cancer Control Agency of B.C. for the past 15 years as a senior aide in building services.

Edith's job includes the ordering and daily distribution of linen throughout the Vancouver cancer treatment facility.

"I've been here since October 26, 1966, so I know the job. There are quite a few outpatients at Cancer Control therefore a lot of linen is needed," said Pendle in a recent Guardian interview.

Pendle works closely with HEU member Naoe Ikeda, who picks up and delivers the linen from nearby Vancouver General Hospital where it is taken to be cleaned.

"Naoe is a very responsible girl and it is a real pleasure to be working with her. She sorts out the clothes and takes the linen back and forth from Vancouver General."

Originally from Ashmont, Alberta, Edith came to Vancouver in September, 1962, with her husband and their two daughters.

"Ashmont is a very small town about 100 miles northeast of Edmonton. It was a very nice

place to live but after a couple of vacations out here (Vancouver), we decided this was the place for us. So we moved."

"I miss Alberta sometimes. It seems the people are friendlier there but I don't think we'd ever move there to live again after having lived on the beautiful west coast."

Edith and her husband are the proud grandparents of two girls, Tammy, 14 and Keri, 9.

"I come from a big family myself. I have five sisters in Alberta and another in Oregon. In fact, we had a big family reunion in Alberta in July where about 250 people attended."

Coming from a family with six daughters, it is not surprising what Edith's views are on the subject of equal pay for women.

"I think equal pay for work of equal value was a long time in coming for women. I remember working as a young girl in Alberta for pitiful wages but we never complained then because that's the way it was in those days. Nobody asked any questions and just did what they were told."

"Today it is a different story. The subject is more publicized and everyone can understand

why women, in some cases, are discriminated against."

The HEU Equal Pay For Work Of Equal Value buttons have been popular around the Cancer Control Agency. In fact, Pendle was wearing one when she was interviewed for The Guardian.

"These buttons are very much in demand around here. When they were first distributed, we soon realized we didn't have enough. The buttons must have struck the right nerve or something because everyone likes them."

Among Edith's other duties on the job are the ordering and issuing of lab coats and uniforms for the staff. She also takes telephone calls from staff calling in sick and telephones replacements to come to work.

"There are three big carts that come in every day filled with linen, coats and uniforms that have to be distributed throughout the clinic."

Even though she is a grandmother twice over, Pendle has not thought about retirement yet.

"I've just turned 50, why should I think about retiring? When the time comes to retire, I'll be the first to realize it. If I make it to 65, all the better."



Edith Pendle has worked at the Cancer Control Agency in Vancouver since 1966. Among Edith's duties at the cancer clinic is the daily distribution of linen.

## LETTERS



### Discontent At Lions Gate

Dear Sir:

This letter is to express discontent regarding the speed of the Peck Arbitration Board Hearings negotiating the implementation of the Classification System for Hospital Employees.

It is quickly approaching one year since the Board went to arbitration and has failed to come to any acceptable results.

This action is breeding a great amount of discontent with employees at Lions Gate Hospital, i.e.:

- Employees not accepting promotions;
- Employees refusing to accept additional job responsibility;
- Senior staff developing lackadaisical attitude to the training of new personnel and work habits;
- Some senior staff taking demotions to earn higher salaries;
- Senior employees are leaving their jobs to earn higher salaries in other industries.

If we cannot be shown substantial progress immediately in resolving this matter, we have no other alternative but to take direct job action.

Yours truly,

The Undersigned Members of Lions Gate Hospital

[Editor's Note: The letter printed above was sent with a 240-person signed petition to Labour Minister Jack Heinrich, April 21.]

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### Justice Being Awaited

Dear Sir,

The initial meeting February 16, 1981, was quite successful. The word travelled quickly that at last Clerks would have recognition. A long-awaited justice, equal work for equal pay. The work was carried off with eagerness, mixed with indignation.

Many of us felt indignant that our jobs were so hi-bred, yet others of us were elated at the prospect of a better future in the clerical field. As Chairperson for the clerical committee, I set out to identify the Clerks in various departments. I found, through the help of others, many peculiar situations — Porters doing clerical functions, Clerks in positions classified as Nursing Service Aides, and a very high level of hi-bred clerical functions.

After distribution of materials, everyone began to assess their jobs. There were problems, comprehension of such an enormous task was difficult at first. Soon the picture was clear, however more problems then arose.

Some clerks were very much against having their jobs reviewed and assessed accordingly. Still others found the workload from their other commitments was too much to allow them to meet our deadline of March 24, 1981.

I must add again, that I felt the overall involvement of the clerks somehow overcame the difficulties and long hours of my time, and my committee's time. I would like to take time here to thank everyone involved and to hope, as do all the clerical profession, that we will get a fair settlement.

Enid Hansen  
Prince George Unit

### Equal Pay Campaign Accepted

Dear Brother:

I am pleased to inform you and your readership that the 1982 Contract Campaign "Equal Pay for Work of Equal Value" has been widely and eagerly accepted by the members of our Unit. Our major concern was the lack of buttons receiving only 20 for our 80 members, however, the Provincial Office was most willing to give us an additional 50 buttons. All 70 buttons are being worn by our members who appear to be determined to wear them until the 1982 Contract is signed.

As I am sure your readership is aware, our staff travels extensively throughout British Columbia collecting blood and they are being worn wherever they travel in our Province. We further wish to commend the Provincial Office for what appears to be a determined, well thought of and well organized campaign for 1982. We look forward to the opportunity of further materials being sent to us regarding our up and coming contract where we can show both physical and moral support to our Negotiating Committee.

Yours truly,

Len Lifchus  
Unit Chairperson  
Red Cross Vancouver

Editor's Note: Because of the response from numerous HEU Units for "Equal Pay" buttons, an additional 5,000 buttons have been ordered and are available from the Provincial Office.

### Smithers Member At Peck Hearings

Dear Mr. Gerow:

I would like to thank you for giving me the opportunity to attend the Peck classification hearings from March 4th to 6th. As this is the first time that I have been involved in any Union dealings other than Unit meetings, it was reassuring to know that we have such a person as Mr. Fairey representing us.

I would also like to thank Alberta Dorval and Jim Amos for making my stay in Vancouver so very pleasant and also thanks to John Weisgerber and Gordon Meagher.

I wish more of our Unit members could have attended these hearings. Although we are informed of all that is going on in Vancouver, it is hard to really see/know exactly how hard all these people are working, for our benefit and those future HEU members who will be joining us. I now have a better understanding as to what is going on at the hearings and look forward to receiving The Guardian for further information.

Thank you again.

Debbie Clark  
Smithers Unit

### Justice To Prevail Says Joan Adams

Dear Sir,

Having had the opportunity to be involved as a participant at the Peck Tribunal for two days has made me appreciate the time it takes to unravel all the minute details of each witness' job, from an Operating Room Booking Coordinator to a Postal Service Clerk. In those two days of observation, there were four female clerical witnesses who, with the help of counsel, presented a detailed description of their jobs and, in turn, each witness was interrogated (examined, cross-examined and questioned) by four male persons representative of both sides and the Board. I would like to applaud the manner in which the female witnesses conducted themselves and withstood the continual barrage of questioning.

A personal observation would be — I wonder why, as female clerical workers, of which we represent nearly 100%, we have to justify our personal worth before a Board of Inquiry, and why this is not required of other job classifications. I feel this is discriminatory and degrading. There surely should be a better system of classifying jobs than to go through this process.

Another personal observation, which could be construed as a purely selfish one — I foresee in my crystal ball, from the good presentation made on our behalf by HEU, the wide range of red-circling will fade into history and justice will prevail. In the future the clerical role will be categorized.

Joan Adams  
Penticton Unit