Vital toward winning strike

Unit Support For Windermere Members

Support from HEU Units for Windermere Unit members has surpassed the $44,000 mark. As of the end of August, 103 Units had contributed $44,165 in donations to supplement strike pay during the now-concluded strike at the Vancouver health care facility.

Union Secretary-Business Manager Jack Gerow said the contributions and support from other HEU Units were necessary in winning the strike.

"Strikes are won on the picket lines. The Windermere dispute was important to our Union because it was an attempt to destroy our Master Agreement and force Windermere workers to work for subsistence wages and benefits," said Gerow.

"The windmills contributed to the strikers gave an enormous boost to morale. Since the course of the 18-week strike, the Union was able to pay the strikers monthly strike pay bonus for the month of May, June, and July. The strikers received $100 per month for the month of April and $200 per striker for the month of May, June and July," said Gerow.

"The Employer's strategy was to starve the Windermere workers. Our response was to pay the strike bonuses so that we could balance the economic picture." The contributions were instrumental because they negatived the Employer's economic advantage. In the case of Windermere Central Park Lodge, HEU was dealing with a billion dollar corporation.

"Kimberly, SLO's Provincial Executive turned over to the Windermere strikers expenditure of $40,000 toward strike pay bonuses. This figure is $5,000 more than the $44,165 taken in from Unit contributions.

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, $150
- Sechelt, $200
- White Rock, $1,000
- Richmond, $300
- G.P. Strong, $200
- Shaughnessy, $2,000
- Dogwood, $600
- Cancer Control, $300
- Holy Family, $700
- Red Cross, $200
- Arthritis Society, $100
- Florence Nightingale, $150
- Grandview, $100
- Como Lake, $130
- Alkamin, $200
- Ingleswood, $200
- Kensington, $200
- Kiwala Manor, $250
- Edith Cavell, $200
- Delta, $250
- Queen’s Park, $100
- New Vista, $300
- Williamson, $200
- Southhampton, $100
- King George, $141.45
- Shaughnessy Manor, $130
- Chilliwack, $600
- Langley, $200
- Maple Ridge, $500
- Mission, $500
- Renfrew, $200
- Parkhorne, $100
- Matsqui, $400
- Sardis, $100
- Abbotsford House, $200
- Roseland, $100
- Cranbrook, $475
- Trail, $200
- Castlegar, $100
- Golden, $100
- Invermere, $200
- Grand Forks, $200
- Columbia View, $300
- Kimberley Special Care, $200
- Victoria General, $1,000
- Mount St. Mary, $200
- Queen Alexandra, $200
- Nanaimo, $2,000
- Duncan, $700
- Ladysmith, $300
- Campbell River, $500
- Port Alberni, $500
- Comox, $300
- Cumberland, $300
- Mount Tolmie, $50
- Prince Rupert, $100
- Royal Jubilee, $1,500
- Saanich, $300
- Gorge Road, $300
- Courtenay, $300
- Red Deer, $100
- Tofino, $100
- Chemainus, $75
- Glacier View, $75
- Rose Minor, $50
- Port McNeill, $50
- Nanaimo Travelers, $50
- Kentooqs, $1,000
- Kelowna, $800
- Penticton, $700
- Vernon, $200
- Courtenay, $100
- Salmon Arm, $250
- Lillooet, $320
- Oliver, $250
- Clearwater, $100
- Penderosa, $200
- Overlander, $250
- Nordic House, $75
- Mooseree, $200
- Williams Lake, $225
- Kalam, $200
- Prince George, $2,000
- Fort St. John, $200
- Dawson Creek, $1,000
- Prince George, $2,000
- Fort Nelson, $500
- Bella Coola, $50
- Chemainus, $200
- Heybridge, $200
- Mackenzie, $150
- 100 Mile House, $200
- Pouce Coupe, $50
- Prince Rupert, $100
- Bella Coola, $350

Altamont Members Stage Work Stoppage

Altamont Unit members staged a work stoppage August 2 and 26 at Altamont Private Hospital in West Vancouver as the facility's management refused to implement the terms of a July arbitration award.

An award handed down July 2 settled the outstanding differences between the parties over the terms of a collective agreement for the period April 1, 1988 to December 31 of this year.

The Labour Relations Board had scheduled an August 28th hearing to resolve the matter but that date was then postponed without the Union's consent to September 17, thus causing the work stoppage.

On the basis of the hearing date being moved up to September 2, Altamont Unit members ended their work stoppage and returned to work on the afternoon shift August 26.

At Guardian press time the results of the September 2 hearing were unavailable. The Union went to the LRB for the purpose of forcing the Employer to implement the terms of the arbitration award.

Chairperson Joan Wright said the sit-in took place because the members were "frustrated" by the facility management's stalling tactics.

"The management has been very patient. After all, we went for over a year without a new contract. Then the arbitration award came down and we expected the contract to be signed and implemented as quickly as possible," said Wright.

"When it wasn't, we were left with no other choice but to show our frustration by withholding our services," she added.

Wright said there were several items that were included in the arbitration award, including the employer paying for the members' basic medical coverage.

Unit member Bano Hamad, a nurse aide, said the members felt their backs were up against the wall.

"We waited so long for the contract in the first place. We didn't know what else we could do or just stop working," she said.

Other HEU members at the Altamont also voiced their frustration over the situation.

Marie Newman said the sit-in was an emotional release for the Unit members.

"The study session was the result of 17 months of frustration, uncertainty and anxiety on the part of the employer. What else could we have done?" said Newman.

Gina Breda said the members had been "patient enough for too long and results were needed quickly."

Unit member Jessy Sirakov said she felt exploited by the whole situation. This was our last recourse. We had been taken advantage of for too long," she said.
The Membership’s Voice

HEU’s Provincial Wage Policy Conference is one of the most important experiences in the democratic process that is the Hospital Employees’ Union. The Union’s Eighth Provincial Wage Policy Conference is being held October 1 and 2 in Vernon.

At this Conference, as required under the HEU Constitution and By-Laws, 188 delegates elected from 118 Units under the HEU/HLRA Master Agreement will decide what the Union’s collective bargaining demands will be for the upcoming Master Agreement negotiations.

But the democratic process does not start there. It starts at the local Unit where delegates are elected and receive their instructions from Unit members on proposed wage and contract demands.

At the Conference, the process is in full swing where the elected delegates discuss, debate and decide the policy that will become the objective of the Provincial Bargaining Committee and the Provincial Executive.

The process will come to full circle when the Provincial Bargaining Committee, elected at the Conference, reports back to the membership who will, in the final analysis, decide whether there is a settlement or a strike.

On October 1 and 2 in Vernon, the entire HEU membership, through its elected delegates, will take the opportunity to outline “what was good and what was bad” about the last Master Agreement and what is needed in the new Master Agreement.

In the present contract, there is much good news and some unanticipated bad news. The classification of unclassified employees has taken much longer than anyone anticipated. In response to the fact, the Provincial Executive has recommended to all Units that there be no settlement of the 1982 Master Agreement until all unclassified categories are classified.

The responsibility of what HEU will present at the bargaining table in the way of wage and contract demands is directly in the hands of the 188 union members delegated to the Wage Policy Conference and their job is not an easy one.

The delegates will have to make their decisions in the knowledge that the provincial government will be ruthless in its attempt to control health care costs. While at the same time from Ottawa there are hints of a new wage controls program.

Notwithstanding such threats, the delegates will democratically formulate contract demands that will effectively challenge the soaring costs of food, housing, transportation and other basic necessities.

When the Conference has concluded, the voices of the 188 delegates will become one voice. A voice that is strong and determined to win the social and economic wishes demanded by the membership.
"Couldn’t Believe Pavcheque"

Windermere Members Have Praise for Agreement

HEU members at Windermere Central Park Lodge in Vancouver were unanimous in their praise of a settlement reached last year with Windermere management during recent meetings with The Guardian.

Ruth Delwells, an employee at the health care facility for the past eight years, told The Guardian she "couldn’t believe my first payscheque after the strike." "When I looked at that cheque for one week’s work, I thought it was a mistake. It was a big surprise. I was very happy," said Delwells.

Ruth Delwells, a resident manager from a pre-strike rate of $4.86 per hour to $9.05 per hour after the strike.

Delwells added that she was glad to be back at work because she missed the time away from the residents at Windermere. "I really missed them (the residents) very much. I love seeing them," she said. "I think this is the first step toward getting seven more years at Windermere, many of them have to grow to know me very well too."

Aminita Arevalo, a housekeeping aide, said she liked the new contract.

"The wages are now very good. I think they were too low before the strike, that’s why everyone was for striking. Now the wages are what they should be," said Arevalo.

Other highlights of the settlement are:

- the HEU standard of four weeks vacation after one year’s service (commencing in 1982);
- a statutory holiday for Easter Monday;
- a double-time day plus an additional paid day off for working on any statutory holiday (i.e., New Year’s Day, Easter Monday, Victoria Day, Canada Day, B.C. Day, Thanksgiving, Remembrance Day, Boxing Day);
- all full-time employees who worked all scheduled hours (including paid leave of absence) in the period from July 17, 1981 to April 18, 1981 shall be paid the sum of $8,500 in overtime, less required statutory deductions; and
- all regular part-time employees who normally worked four (4) scheduled days in a week, and who worked all scheduled hours (including paid leave of absence) from July 17, 1981 to April 18, 1981 shall be paid an hourly wage of $6,600, less statutory deductions.

"Seniority of all employees in HEU bargaining units shall be continuous throughout the period of the strike and shall apply in the calculation of all wage increments and seniority-related benefits."

Raspberry Lodge Arbitration Award

An arbitration board has awarded HEU members at Raspberry Lodge wages and benefits based on the HEU Master Agreement.

HEU members at the long term care facility near Castlegar were certified in March 13, 1979. The agreement expires March 31, 1982.

Some Union members at the facility are expected to receive retroactive cheques in the neighbourhood of $15,000, according to Unit Secretary-Treasurer Pauline Bolton.

"We haven’t received the (retroactive) cheques yet, but we are expecting them very soon," said Bolton. The Guardian.

The arbitration award was handed down June 5.

Statement Expected From Government

HEU has learned that a statement of defence from the provincial government is expected in the near future as a result of a Union suit arising out of the closure of the Crestwood Guest Home in Maple Ridge.

In seeking damages, HEU is suing the owners of the Crestwood facility as well as the provincial Community Care Facilities Licensing Board and its local designate Dr. Arthur Baty.

The residents of the Maple Ridge health care facility were informed March 26 of this year that Crestwood would be shut down and the facility was then subsequently closed eight days later.

Provincial law states that the residents and staff are entitled to 12 months’ notice in the event of closure.

Two More Days Of Seminars

There are two days of seminars on Contract Analysis set for Oct. 8 and 9 in Vancouver with Group B.

These seminars were not included in the list of seminars published in the July/August Guardian.

Over Maternity Benefits

Standards Board Rules Against Shaughnessy

The provincial Employment Standards Board has ruled that Shaughnessy Hospital must continue to make payment to any pension, medical or other plan beneficial to an employee on maternity leave.

In an opinion rendered by the Board, 11, Board Chairman J. R. Edgett stated that the HEU employee on maternity leave must be paid "on exactly the same basis as if the employee were working and earning wages."

HEU Secretary-Business Manager Jack Genow called the Hospital’s attempt to dilute the provisions of the Employment Standards Board ("reactoriness and contemptuous.

"It is absolutely disgraceful that an employer would try to water down the provisions of a new provincial law that benefits all B.C. citizens and especially women. The opinion, as stated by the Employment Standards Board Chairman, should not surprise anyone when it said that no exemption from such payment is either provided or intended by the legislation," said Genow.

Shaughnessy Hospital management said it sought the declaratory opinion because of the "reactionary position of the Hospital’s management on the matter of maternity leave, and the refusal of the employer to provide maternity benefits she would have if she had remained at work."

Under provisions of the new act, a woman is entitled to take up to 18 weeks unpaid maternity leave.

While on maternity leave, the new legislation also includes a provision that a woman’s employment is to be continuous for the purpose of establishing entitlement to annual vacations and other benefits. During maternity leave absence, all pension, medical or other plans must also continue.

The Employment Standards Board is the provincial body responsible for enforcing the legislation as it applies to employment standards in B.C.

Pouche Coupe Mourns Death Of Barb Gilbert

HEU’s Pouche Coupe Unit mourned the sudden death of July 30 of popular HEU member Barb Gilbert at Dawson Creek and District Hospital.

Sister Gilbert, Unit Vice-Chairperson for the past three years, was 35 years old.

"Barb was a very popular member of the staff. She was always a source of fun and willing to help anyone who needed it," said Unit Chairperson Lina Fro Ardnt.

Barb loved people and liked to organize get-togethers whenever possible. She organized the hospital’s Christmas party last year and it was a great success," said Ardnt.

Sister Gilbert had worked as a nurse aide at the Pouche Unit of the Community Hospital in northwestern British Columbia since 1973.

She was born in Halifa and grew up in the state of Alabama in the United States.

Sister Gilbert is survived by her husband Donald and two sons Kevin and Scott of Dawson Creek.

Pouche Coupe Unit member Barb Gilbert died suddenly at the age of 35 in Dawson Creek and District Hospital on July 30. Sister Gilbert had been an active Union member and served on the Unit’s executive as Vice-Chairperson since 1978.

Convention Set For Next Year

The Thirteenth HEU Biennial Convention will be held Sept. 20-22, 1985 in Richmond.

The convention will be followed by a Provincial Wage Policy Conference, should one be necessary.

The dates for the convention and wage policy conference were decided upon by the Unit’s Executive at its August meeting.

Conference Dates Nov. 4 - 5

The dates of the wage policy conference for Units not covered by the Master Agreement have been set for November 4 and 5 in Vancouver.

The HEU Constitution and By-Laws provide for a separate wage policy conference for Units not involved in the HEU-ILRA Master Agreement and vice-versa 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.

Popular Pouche Coupe member Barb Gilbert died suddenly at the age of 35 in Dawson Creek and District Hospital on July 30. Sister Gilbert had been an active Union member and served on the Unit’s executive as Vice-Chairperson since 1978.

Unit photo

The Hospital Guardian, September 9, 1984/Page 5
Disability Insurance Covered By Agreement

HEU members who fall sick or get injured are reminded that they can apply for long-term disability insurance under the terms of their collective agreement.

Some members have been quitting their jobs after becoming injured or sick rather than applying for their rightful insurance coverage.

There is a six-month waiting period before long-term disability benefits can commence and members should apply for such benefits at the end of the fourth month off the job.

According to the terms of the HEU/HLRA Master Agreement (Art. XI, Section 6, (a)(2) p.58): "The plan shall cover post-probationary employees with two-thirds salary continuation up to the age of sixty-five (65) in the event of disability. The long-term benefit payable shall be made so long as the employee remains totally disabled and ceases once the employee recovers. HEU members not covered by the Master Agreement are covered by similar provisions under the terms of their collective agreement. Employees on long-term disability shall be considered unemployed for the purposes of superannuation in accordance with the Municipal Superannuation Act. Further information on long-term disability coverage can be found on pages 84-85 in the HEU/HLRA Master Agreement."

Executive Members Visit HEU Units

Provincial Executive members Gordon MacPherson and Maurice Smith visited 16 HEU Units during servicing visits over the summer. Union President MacPherson serviced 11 Units in the East and West Kootenay. The Units visited were in the cities of Nelson, Cranbrook, Trail, Rossland and Grand Forks.

"The members were mostly interested in the progress of classification but they also expressed an interest in other union-related issues," said MacPherson.

HEU Financial Secretary Smith visited Units in Vanderhoof, Burns Lake, Kitimat, Smithers and Terrace.

"We were well received at all the Units we visited. The members were very friendly and they were mostly interested in classification."

Did you know...

Employees called back to work on their regular time off shall receive a minimum of two (2) hours overtime pay at the applicable overtime rate, or shall be paid at the applicable overtime rate for the time worked, whichever is greater.

Article VIII, Section 8 Page 39

Fort Nelson Not "Remote" Says Cobbett

Fort Nelson Unit Chairperson Jim Cobbett wonders sometimes how stories can be distorted by the media.

"We kept hearing how serious the forest fire situation was in August and how it was threatening the city of Fort Nelson. Actually, it wasn't serious to the point of evacuation," Cobbett told The Guardian, referring to an August forest fire in northern B.C.

Cobbett, a 10-year employee at the Fort Nelson General Hospital, said part of the problem with media stories stems from the fact that Fort Nelson is a somewhat remote community.

"It is remote but that's why most of us live here. We don't like to be too close to the big cities. And when a story from these parts reaches Vancouver it inevitably gets a little exaggerated along the way."

Cobbett admitted that even though Fort Nelson may be far from the bright lights of Prince George and Vancouver, HEU members there still manage to find out what is happening in the hospital industry.

"Between The Guardian, staff representative visits and the grapevine, we get to know what is going on. In that sense, we aren't too remote," joked Cobbett.

Young Members Needed To Improve Conditions

Stan Feren, Prince George Unit Conductor, has held every Unit officer position during his 29 years at the Prince George Regional Hospital.

During a recent interview with The Guardian, Feren said he has been pleased to be surprised by the recent emergence of younger HEU members within the Unit.

"I've been around here a long time and it always seemed to be us older folks were the only ones getting involved in the Unit. Lately I've noticed a number of young people put their names forward for office and this is a good sign," said Stan.

"These young people will be working for most of their lives so they should be actively involved with the Union if they want their working conditions improved."

"I've tried for years to convince them to get involved and now that they are I am very pleased," added Feren.
At Burnaby General Hospital

HEU Equal Pay Buttons On Display

Wanda Fraser has been a switchboard operator at Burnaby General for the past 12 years. Wanda told The Guardian "it's about time women started receiving equal pay."

Burnaby General Hospital admitting clerk Colleen Prest feels that equal pay is a right that should be enjoyed by all women workers. Colleen was photographed with her "Equal Pay" button in August.

Female Wages "rotten" Says Labor Canada

The latest government measurement of equality in the workplace says "the gap between wages of men and women remains in a rotten state."

The report by Labor Canada's women's bureau released July 13 says the average income of a full-time, year-round woman worker in 1978 was only 58 per cent of the average male earnings in the same period.

The average income earned by women in the year was $10,098, compared with $17,464 for men.

The report says large gaps between men and women exist when general earnings are studied and when specific occupations are compared.

"Whether one looks at the average wage earned over a 50-52 week period of wages received on an hourly or weekly basis, women consistently take home a disparagingly lower return for their toil," it says.

"The worth of women's work in dollar value is still much less than men in similarly described occupations."

The report said 67.5 per cent of women whose major source of income in 1978 was wages and salaries, earned less than $10,000 a year.

By contrast, 70.5 per cent of men were in the $15,000-$19,999 income bracket.

Equal Pay Benefits In BCFMWU Contract

Several benefits were achieved in the way of "Equal Pay For Work Of Equal Value" in a settlement this summer between the B.C. Ferry and Marine Workers Union and the B.C. Ferries Corporation.

Although there was no reference to equal pay as such in the agreement, according to B.C. F&MU spokesman Eric Payne, there were steps taken in that direction in the contract.

Among the benefits for clerical workers:
- removal of the lowest two increment steps in the first year;
- elimination of all clerical increment steps (five in most instances and six for a Clerk I) at the expiry of the 27-month contract;
- an extra $50 per month for all clerks.

The basic increase for all members in the ferry workers union is five percent plus $1.01 per hour in the first year, 14 percent in the second year and three percent in the last three months. The contract is effective Aug. 1, 1981 and expires Oct. 31, 1983.

Burnaby Unit members (from left) Helen Friesen, Irene Petersen and Ann Roberts with their buttons. Helen and Irene are CSD aides while Ann works in ECU wardrobe service.
Ontario CUPE Strike
And The Contract

An eight-day illegal strike staged in January by Ontario hospital workers, members of the Canadian Union of Public Employees, resulted in a series of firings, suspensions and even arrests, CUPE President Grace Hartman has said. The five CUPE members and staff who have been charged with contempt of court for defying a court injunction. The Ontario Hospital Association, the Ontario counterpart of the B.C. Health Labour Relations Association, fired 33 workers, handed out 443 suspensions and fired 95 over 10,000 serious cases of reprisal.

Hospital workers in Ontario are prohibited from striking by the Health Labour Disputes Arbitration Act. At the height of the strike, 10,500 workers from 61 hospitals were off the job.

The strike arose out of negotiations for a new contract. CUPE was seeking a $20 per hour wage increase over a one-year contract. The Employer offered $6.5 per hour in each of the first two years of a two-year agreement.

The strike ended on June 25 when CUPE members received a $15 an hour increase, restoring the agreement.

The award is the highest of equal terms by the hospital stated before the strike, 305 more than the terms proposed by the hospitals.

The current CUPE contract expires Dec. 31, 1982.

The PPWAC is an affiliate of the Confederation of Canadian Unions and represents about 5,500 pulp and paper workers as well as hotel employees, bus drivers and clerical workers in B.C.

Cole retired this year after 36 years of service at Kootenay Lake Hospital in Nelson.

Four Agreements Ratified

Collective agreements, based on the HEU/LHPS Master Agreement, have been ratified by Kootenay Lake, Mount St. Francis, Mount St. Anne and Kootenay Lake Union units in Kootenay Lake.

Negotiators were handled through the facility bargaining by the Government Employees Relations Bureau (GERB), which is the provincial government bargaining agent for provincial government employees.

The agreements were first contracts of the four health care facilities.

Selkirk Employees Quit CUPE

A Pulp, Paper and Woodworkers of Canada spokesman said in August that a majority of the 140 non-teaching employees of the facility now represented by the Canadian Union of Public Employees – had signed up with his union.

Roger Cristofoli, former president of the CUPE local which lost the facility to the union, said the B.C. Labor Relations Board had approved a certification vote at the college.

The employees, who work as campers in Castlegar, Nelson and Trail, said more than 90% of them were represented by the union.

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The agreements were first contracts of the four health care facilities.
Down from first quarter
Settlements Averaging 12 Per Cent

Collectively bargained settlements in the second quarter of 1981 provided for a lower average rate of wage increase than those in the first quarter of 1981, according to a report issued in August by Labour Canada.
The 167 major settlements during the second quarter produced an average annual increase in base rates of 10.2 per cent in compound terms.
The comparable figure for the previous quarter was 13.3 per cent.
The figures are based on an analysis of collective agreement coverings covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdiction.

Cancer Control
Donation

The Cancer Control Unit donated $330 to the Win- meur's Health Care Fund under the Cancer Control Unit.

"We were pleased to contribute what we could to the striking and worthy fund which that amount was $330," Secretary-Treasurer Helen MacAu- ther told The Guardian.

The original $290 was printed due to a clerical mix-up in determining the total amount of money contributed by the Cancer Control Unit to the Winnebago members during a strike this year at the health care facility.

in the second quarter were classified as one-year agreements, 98 were classified as two-year agreements and 25 as three-year agreements.

In one-year agreements, the average annual increase in base rates was 13.4 per cent. Two- year agreements, the average annual increase was 13.7 per cent for the first year and 9.0 per cent for the second year. In three-year agreements, it was 10.0 per cent for the first, 11.9 per cent for the second year and 8.0 per cent for the third year.

Of the 167 settlements during the second quarter of 1981, 43 provided for a cost of living allowance (COLA); and the average annual increase in base rates for those settlements was 10.0 per cent (excluding the effect of the COLA clause).
The remaining 124 settlements without a COLA clause provided for an average annual increase in base rates of 12.5 per cent.

During the 12-month period ending with the second quarter of 1981, there were 534 major collective agreements settled.
The average annual increase in base rates was 11.5 per cent.
Of the 534 settlements, 144 were classified as one-year agreements, 303 as two-year agreements and 87 as three-year agreements.
The one-year agreements provided for an average annual increase in base rates of 12.0 per cent. The two-year agreements provided for increases of 13.3 per cent for the first year and 10.3 per cent for the second. The three-year agreements provided for increases of 10.3 per cent in the first year, 9.7 per cent in the second and 7.7 per cent in the third year.

There were 130 settlements negotiated in the 12-month period ending with the second quarter which contained a COLA clause.

The settlement provided for a 9.0 per cent average annual increase in base rates (excluding the effect of the COLA clause).

The 404 settlements without a COLA clause provided for an average annual increase of 12.2 per cent.

Files Must Be Disclosed

The B.C. Court of Appeal ruled in a unanimous decision July 7 that files must be disclosed to workers appealing corporation board rulings.
The three appeals court judges upheld an earlier ruling by B.C. Supreme Court Justice John Bouck.
Bouck had previously ruled that in two cases some workers had been denied natural justice when appearing before boards of review without being given access to their files.

Previously, the Workers' Compensation Board appeal against the corporation board's ruling, Appeals Court Justice Nathan Gagnon ruled that fairness requires that the original reports be disclosed so that the claimant can effectively answer the case against him.

The court dealt with the claims by two workers, Vin- cenzo Napoli and Antonine Boudin.

Napoli, a 55-year-old disabled railroad worker, was awarded a monthly pension of $33.56 which later was in- creased to $50. He appealed to the board of review and was provided with a four-page summary of the information in his file.

His appeal was heard in 1978, but the board of review declined to disclose medical reports and the following September recom- mended that his appeal be denied.

Napoli then appealed to WCBC commissioners who decided that the requirements of natural justice had been met.
Later Napoli was provided with a 16-page summary of his file.

Boudin was awarded a par- tial disability pension which was appealed to the board of review, but his counsel was denied access to medical information in the claims file.
His ap- peal was dismissed.

Canadian Work Injury Statistics

Labour Canada released a 127-page report in August en- titled Canadian Employment Injuries and Occupational Ill- nesses, 1969-1978, which for the first time puts under one cover all the relevant data regarding Canadian work injury statistics and fatalities for all jurisdictions.
The report found that while Canadian industrial fatalities showed an overall decline, the number of injuries in Canada increased by 35 per cent in this 10-year period. In this same period, employment increased by 12 per cent (including all fatalities).

Of this 36 per cent increase, disabling injuries rose 69 per cent in Canada. The work of the illness illnesses, involved no loss of work time except on the day of injury; the remaining 46 per cent resulting in 1.2 million work days lost.
The report is divided into four major parts: (1) All jurisdic- tions. (2) Federal jurisdictions. (3) Federal public service departments and crown corpo- rations. (4) Comparisons. In the chapter dealing with injury and fatality statistics and their related cost, the study has sections covering:

- injuries by occupation (Onta- rio accounting for 30 per cent of all injuries and fatalities);
- fatalities by occupational illnesses (roughly 60 per cent of deaths from occupational illness fatalities);
- fatalities by age and sex (average of 33 per cent of all fatalities in 1978; by type of accident; work injury cost;
- source of statistics and their limitations;

The report concludes, regarding the source and limitation of the statistics, that this study "gives a good indication of the extent of work injury experience and cost in Canada and is the only source of statistics that is available from the national level."

Development Program Continues This Fall

The ongoing HIEU staff develop- ment program continues this fall with a series of seminars.
The seminars are designed to assist HIEU staff representatives to better understand the overall HIEU membership.

The seminars scheduled for this fall and winter will deal with the Workers' Compensation Board, the Board of Review, and how appeals on behalf of union members can be best presented.

The seminars will include the topics of negotiating tech- niques, handling of dis- cipline/discharge cases, and interpretation of the B.C. Labour Code.

A speaker from the Labour Relations Board will address HIEU representatives on the subject of the provincial labour code.

Labour Studies

At Capilano College

A number of labour studies courses are available to HIEU members at Capilano College in North Vancouver.
The Labour Studies Pro- gram offers courses of particular interest to union members who are actively involved in their unions, according to programme coordinator Karen Crow.


OCCUPATIONAL HEALTH AND SAFETY

Workers' Compensation Act

UIC Procedures, History of the Labour Movement in B.C., and Race Relations.

To enroll in the Labour Stud- ies program, send an application form from your Secre- tary-Treasurer and mail it to the HIEU Program Office in North Vancouver. All fees will be paid by HIEU.

Canadian Work Injury Statistics

Labour Canada released a 127-page report in August en- titled Canadian Employment Injuries and Occupational Ill- nesses, 1969-1978, which for the first time puts under one cover all the relevant data regarding Canadian work injury statistics and fatalities for all jurisdictions.
The report found that while Canadian industrial fatalities showed an overall decline, the number of injuries in Canada increased by 35 per cent in this 10-year period. In this same period, employment increased by 12 per cent (including all fatalities).

Of this 36 per cent increase, disabling injuries rose 69 per cent in Canada. The work of the illness illnesses, involved no loss of work time except on the day of injury; the remaining 46 per cent resulting in 1.2 million work days lost.
The report is divided into four major parts: (1) All jurisdic- tions. (2) Federal jurisdictions. (3) Federal public service departments and crown corpo- rations. (4) Comparisons. In the chapter dealing with injury and fatality statistics and their related cost, the study has sections covering:

- injuries by occupation (Onta- ri
At Powell River General Hospital

Elaine Edmondson Directs The Outpatients

At the ripe old age of 22, Elaine Edmondson has already worked five years at Powell River General Hospital.

Elaine is a senior clerk in the hospital’s outpatient department, which is the hospital’s central reception area where outpatients are processed and directed to other departments.

“‘Department is the central clearing area where all outpatients are directed. We’ll process their papers, billing cards and also book any future appointments they might have,” said Edmondson.

She admits it is a little different from the way other hospital outpatient departments operate but it seems to work effectively at Powell River.

“Most of the department rotates so that we can do any of the clerical jobs required, whether it be stamping the billing cards or maintaining the lab files, for any department the outpatient may be directed to.”

Elwood Edmondson, a native of Powell River, likes the life in her hometown.

“I suppose there are people who always complain sometime or other about where they live, but I’d have to say Powell River is not too bad a place to live. It’s just the right size of town where you can easily meet people and make friends,” she said.

Elwood Edmondson mentioned that her job in the outpatient department is made easier because of the camaraderie between fellow HEU members Irene Forrest, Shirley Mirriiwe, and Dorothy Carlon.

“It’s great working with Shirley, Irene and Dorothy because we get along together so well. And believe me, that’s important because it can get hectic around here sometimes.”

She estimates that on the average between 200 and 300 persons pass through the department on a given day. “We keep you enough never to be bored, you can bet on that.”

Union Report

“Accurate”

Dear Mr. Gorow,

The Board of Directors of Shaughnessy House Long Term Care Society have directed me to recommend you and staff and members for the report entitled “Long Term Care in British Columbia”. The Union Members were praised for their cooperation.

Our Board has reviewed this report and found it to be comprehensive and accurate as a description of the variety of both problems and good programs in care facilities now.

Our members were particularly pleased that the psycho-social needs of the elderly had not been overlooked, and indeed, much needed great deal of attention in the report, and that the reporting contributors were able to identify significant gaps in this area.

Hopefully, the interest and public exposure gained by this report will assist in helping to change the world’s view of elderly persons and their capabilities, interests, talents, skills and experiences, and hopefully, future training for all levels of workers in the field in gerontology will help to improve the skills of individuals contributing to a happy and productive life for residents in care facilities.

Sincerely,
Lenore Paterson
Secretary-Treasurer
Shaughnessy Manor Unit
The Hospital Guardian. September, 1981

LPN’s Urged To Join Their Association

Dear Sir,

Your letter of May 22nd, 1981, states that there are 30,000 registered nurses in the province, but less than 1,000 belong to their provincial association. By belonging, I mean that they do not join.

The fees are $20 per year and this includes mat-practice coverage of $250,000 blanket coverage, 24 hours per day, anywhere in Canada. Only those practising in the Licensed Practical Nurses’ Association of B.C. are covered.

We are also members of HEU Local 140. Do you BELONG to that? I mean, do you come to the meetings? Your dues are paid by means of deductions. The Union is your bargaining agent. The association is a volunteer organization and the activities that it represents are in the Hospital Employe’s Union. We have a newsletter, but only the practising nurses receive it. Are those who are members of the LPABC?

The B.C. Council of Practical Nurses is your licensing body. The LPABC has a voice on that council by putting three practising nurses as representatives on it. The council and the association are two separate entities. Because you have a licence does not automatically make you a member of the association. But you must have a licence to become a member of the association. NOT the other way around.

Your licence is $16; your association fee is $50; and your union dues are deducted as part of your HEU contract. And they are all tax deductible.

I also feel that my provincial and national associations are both very important to all practising in B.C. The Union bargains for our wages, working conditions and better benefits. The association is for the maintenance and improvement of standards of practical nursing, to promote better recognition by the public of the role of the licensed practical nurse in the health care team. To stimulate the members of the association to participate in local and provincial activities of the association; and to safeguard the interests of the licensed practical nurse. The association is necessary to each and every licensed practical nurse in B.C.

The definition of a practical nurse under language provisions in the Union contract should also contain the addition that membership is voluntary, and that membership should be obtained and maintained. After all, it’s in the job description for the Food Services Supervisors and they are in the same Union as we are. What is necessary for the group should be necessary for all.

The views expressed are mine, as a concerned LPN.

Helen Burritt
Surrey Unit

Sarah Retires From Creston Hospital

Sarah Lauder, an HEU member at Creston Valley Hospital for the past 21 years, retired in July with the following message.

“I belong to the Rebecca Lodge here so I will be able to work a little harder for them (seniors),” Lauder told The Guardian.

“I plan to set up a wedding cake rental shop and also do a bit of travelling. I’ll make sure I keep myself busy,” she said. During her years at the hospital, Sarah was involved with a number of Union activities, including planning of the Christmas party for many years.

Members Entitled To Sick Leave Benefits

HEU members are entitled to receive up to 15 weeks of sick leave benefits upon the expiry of their personal sick leave time.

The 15 weeks of sick leave benefits fall within the terms of the Unemployment Insurance Act.

A Surrey Unit member recently was told by an HEU official that she could not receive sick leave benefits until she had "first used up her vacation time."

The statement by the HEU official is totally untrue. UIC sick leave payments and a union member’s vacation time are separate benefits.

To receive the UIC sick leave benefits, a HEU member should apply to UIC before his or her sick leave time runs out.

Creston Unit member Sarah Lauder retired July 13 from service at Creston Valley Hospital after 22 years. Sarah, shown here with a hospital resident, worked the last three years as an activity aide in the hospital’s extended care unit.

Unit photo