



Hospital Employees' Union Local 180

OCTOBER, 1981

\$3 per hour wage hike sought

Conference Delegates Pass Contract Demands



HEU delegates voted for the following HEU members to be on the Union's bargaining committee. From left: Dennis Jeffery, Penticton; Gwen Parrish, Vancouver General; Alice Jones, Maple Ridge; Bill MacDonald, Chilliwack; Gordon Meagher, Vancouver General. All five are members of the Provincial Executive.

A number of resolutions were passed by the 179 delegates at HEU's Eighth Provincial Wage Policy Conference October 1 and 2 in Vernon, among them being a general wage increase demand of \$3 per hour.

- Other resolutions passed by the delegates included:
- a demand that the classification system be completed before the 1982 contract is settled;
 - no recovery of overpayments from red-circled employees;
 - a cost-of-living adjustment that provides for a one per cent wage increase for every one per cent rise in the cost-of-living;
 - several resolutions dealing with equal pay for work of equal value, one being that a non-discriminatory base rate be set at \$1,500 per month (Aug. 1, 1981 rate);
 - the existing salary differentials to be maintained;
 - general wage increase to be applied after equal pay adjustments;
 - the contract be for a duration of one year;
 - the weekly hours of work to be 35 hours instead of the present 37½ hours;
 - medical plan coverage for dependents;
 - 100 per cent coverage of dental plans B and C;
 - an improved extended health plan;
 - a \$15 uniform allowance per bi-weekly pay period;
 - a shoe allowance;
 - outdoor clothing to be provided by the employer;
 - addition of Heritage Day as a statutory holiday and Christmas or New Year's Day as a holiday;
 - unlimited accumulation of sick leave credits;
 - employer to pay for doctor's certificate;
 - complications arising from medical/dental appointments to be covered by sick leave;
 - 100 per cent cash pay-out of unused sick leave credits, upon termination and after 10 years' service;
 - maximum of five consecutive shifts;
 - contract to provide a minimum of one weekend off in three;
 - double time for schedule changes with less than 14 days' advance notice;
 - 16 hours off between shifts or overtime to be paid;
 - all overtime to be double time;
 - compensating time off to be taken within one year;
 - a \$7 meal allowance after two and half hours' overtime;
 - a maximum of 16 hours' work in a 24-hour period;
 - five days leave of absence for compassionate leave;
 - balance of accumulated special leave credits to be shown on pay cheques;
 - 40 per cent of unused special leave credits to be paid upon retirement;
 - notice of employer decision regarding leave of absence to be given within seven days;
 - all legal fees to be paid if duties performed properly;
 - restrictions on use of volunteers;
 - workloads subject to grievance procedure;
 - human rights protection in the contract;
 - provisions to improve patient security and care;
 - under severance allowance, one week's pay for each year of service after ten years' service;
 - injured workers to be retrained and light positions made available;
 - occupational health and safety protection;
 - patient staff ratios to be established;
 - no contracting out of work;
 - tenure after two years' service.

The conference delegates voted to refer resolutions not dealt with during the two days in Vernon to the bargaining committee.

Further details on the demands passed by the conference delegates and the progress of contract negotiations this month with HLRA will be printed in upcoming Guardians.

To protect residents

"Patient Security" Article Needed

Delegates to HEU's Eighth Provincial Wage Policy Conference passed an emergency resolution that the Master Agreement be amended to include a "patient security" article with several components to improve living conditions for residents in long-term care facilities.

The components to the proposed article would include:

- monthly fire drills and good fire safety training for all staff;
- staff - to - patient ratios which are high enough to guarantee quality maintenance or rehabilitative care for all patients;
- full compliance with all government regulations on quality of care;
- worker representatives, elected by the Unit, to accompany all government or accreditation inspectors;
- good orientation and regular in-service training programs for all staff;
- drugs to be handled *only* by properly-trained staff;
- sufficient and appropriate supplies to be available and in good repair.

The resolution added that Employer violation of patient security provisions would cause HEU to take grievance action through to arbitration if necessary.

HEU Secretary - Business Manager Jack Gerow said the delegates passed the emergency resolution at the conference because of the need to provide quality care to residents in long-term and acute care facilities.

"HEU members want all

patients to receive good quality, safe care and to be treated as total persons with social and emotional as well as medical needs. Furthermore, our members are prepared to stand up for the rights of patients even if the government won't," said Gerow.

Gerow said the Ministry of Health has ignored the re-

commendations made to the ministry by HEU in the Union's recently - released long-term care study.

"The Minister of Health has taken no apparent action on HEU's recommendations in spite of very similar recommendations by the minister's own staff and in spite of public support for the Union's position."

Success Of Conference Helped By Committees

A wage policy conference cannot successfully take place without the cooperation and work of many people. There were several committees made up of HEU members who assisted in making the wage policy conference possible.

The credentials committee made sure the delegates and observers to the conference were given their proper identification, conference kits and other material relevant to the conference. The committee members were, as follows: Gordon Meagher, VGH Unit; Dennis Jeffery, Penticton Unit; Bill MacDonald, Chilliwack Unit; Susan Bunn, Courtenay Unit; Alberta Dorval, Fort St. John Unit;

The bargaining demands committee members were huddled for over one week at the Provincial Office in Vancouver prior to the conference paring down repetitive resolutions so that a workable number could be handled by delegates. The committee members were, as follows: Phil MacLeod, Queen's Park Unit; Alice Jones, Maple Ridge Unit; Bob Davies, VGH Unit; Andy Kozyniak, Prince George Unit; Bob Shortland, Kelowna Unit; Nancy Cardy, Jubilee Unit.

The tabulation committee was responsible for the compilation of ballots as well as the distribution of emergency material to the delegates during the course of the conference. The committee members were, as follows: Josephine Cavelle, Cranbrook Unit; Henny Geertsema, Merritt Unit; Mary Gobillot, Surrey Unit; Kay Hepplewhite, Terrace Unit; Carole Schulties, Chilliwack Unit; Lesley Wolford, Duncan Unit;

The information committee was available throughout the conference to assist and advise delegates on matters relating to the conference. The committee members were, as follows: Cliff Weisner, Shaughnessy Unit; Clarke Gardner, Lions Gate Unit; Margaret McMahon, Cranbrook Unit.

Collective Bargaining To Commence Oct. 15

HEU and HLRA have agreed to commence collective bargaining for the HEU/HLRA Master Agreement on October 15.

A total of 21 dates have been set aside from October 15 through to December 23 for collective bargaining.

"HEU takes the position that every effort should be made to conclude negotiations so that amendments to the collective agreement, including the 1982 general wage increase, can be implemented by January,

1982," said Union Secretary-Business Manager Jack Gerow.

More Conference Stories

More stories and photographs on the Provincial Wage Policy Conference, including the report of Secretary-Business Manager Jack Gerow, appear inside on pages 2, 3, 4, 5, 6 and 7.

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

The Hospital Guardian

Official Magazine of the



**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

Editor: Nuccio Spitale

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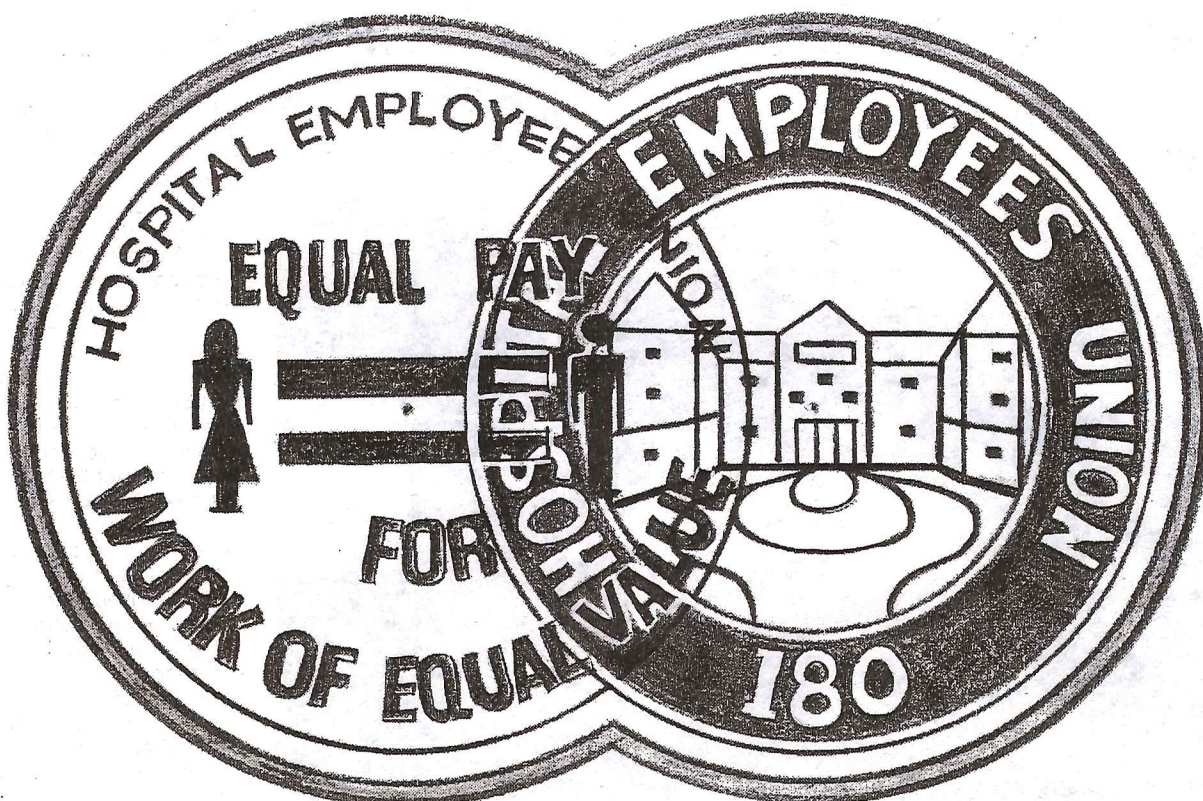
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Editorial Page



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GUARDIAN/OCT81

No Classification, No Contract

HEU's Eighth Provincial Wage Policy Conference is now history and the delegates who attended the conference in Vernon earlier this month have democratically voted on a number of wage and contract demands that HEU's elected bargaining committee will take to the bargaining table in negotiations with HLRA later this month.

In addition to the income security demands, job security demands and patient security demands, classification and equal pay were much discussed topics among the delegates during the conference.

Generally speaking, the delegates, including the Provincial Executive, were not satisfied with the slow progress and the red-circling attempts of HLRA.

In retrospect and with hindsight, most of the 30% outstanding classifications would have been completed by August 1, 1980 if HLRA were not so determined to red-circle and recover over payments from as many HEU members as possible.

Because of the slow progress and HLRA's lack of co-operation, the conference delegates overwhelmingly adopted the Provincial Executive position that the remaining 30% be classified before the 1982 contract is settled — after all, it is their turn.

"The 70 per cent received their classification in 1980 and now we should give the 30 per cent theirs before we settle a new contract," was what the delegates said.

You might call it "The 30 Per Cent Solution" and it demonstrated once again the way HEU members democratically run their Union. The delegates recognized that the Union membership must display solidarity at this crucial point in time.

We expect HLRA will use every tactic at its disposal to divide HEU members and to break HEU's solidarity in order to win a settlement that will please the provincial ministers of Health and Finance that will have HEU members subsidizing health care through unclassified and discriminatory wages.

Given this anti-employee attitude, which fingers the worker as the scapegoat, HEU members have only one course of action if they wish to have any chance to secure and maintain a decent standard of living — they must give their elected provincial bargaining their full and unswerving support and encouragement.

179 delegates in attendance

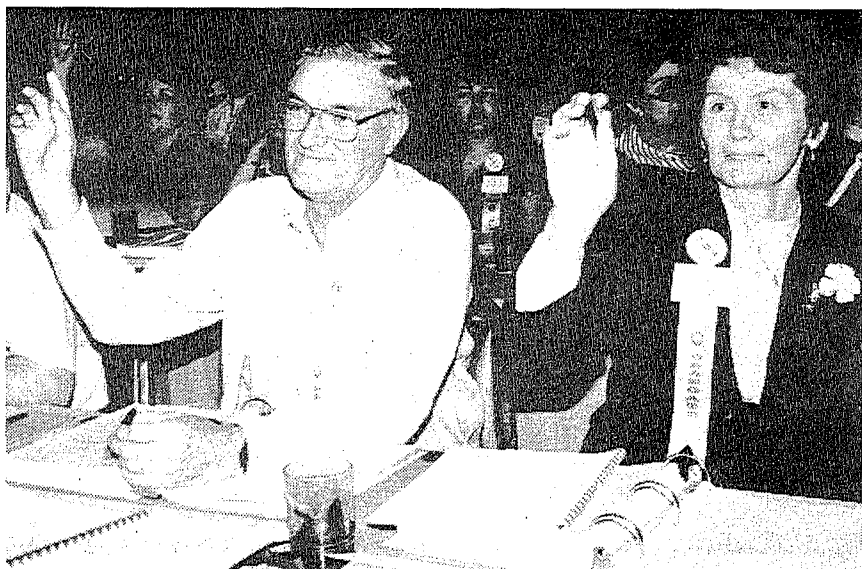
The Eighth Provincial Wage Policy Conference



(From left) Lesley Wofford, Renee Johnson and Joan Mrus. Lesley and Renee were representing the Duncan Unit and Joan was the Ladysmith Unit delegate.



Conference delegates (from left) Una McInnes, Doug Enns and Helen Burnell. Una is a member of the Revelstoke Unit while Doug and Helen were two of the three Kelowna Unit members at the conference.



White Rock Unit delegates were Jack Berry (left) and Doris Holloway.



Ponderosa Unit delegates Robert Tindall (left) and Frances Nielsen listen to a speaker during the two-day conference.



These four delegates listened intently during debate on the 'equal pay' resolution. (From left): Tony Beliso, Mount St. Joseph; Joyce Malmgren, MSA; Irene Chanig, MSA; Irene Braham, Menno.



Conference delegates, from left, Barbara Hunt (Cranbrook), Yvonne Taylor (Grand Forks), Kathy Lundin (Port Alice) and Stella Griffith (Creston).



Conference delegates (from left) Enid Shackles, Lois Godfrey, Elizabeth Marshall and Chris Polak. Lois and Enid were the two delegates from the G. F. Strong Unit while Elizabeth and Chris represented the Mission Unit.



Susan Hay (left), Ethel Meyer (centre) and Gwen Krueger at the conference. Susan and Ethel represented the Mount St. Mary Unit in Victoria while Gwen was the Castlegar Unit representative.

Their task is vital

The List Of Conference Delegates

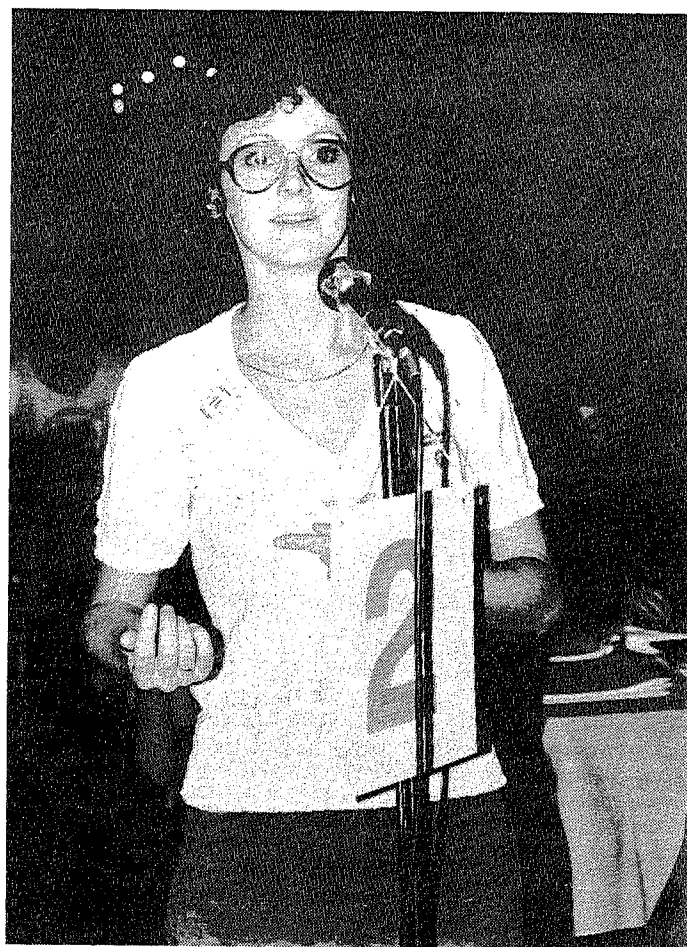
The following is the complete list of accredited delegates to the Eighth Provincial Wage Policy Conference that was held October 1 and 2 in Vernon:

The delegates' task is not only to vote on contract demands for upcoming collective negotiations, but also to return to their Units and inform their members of the events that occurred at the conference.

MSA — Irene Chanig, MSA
Joyce Malmgren, MSA
Menno — Irene Braham, Menno
Armstrong —
Margaret Borshowa
Ashcroft — Ruth Balaski
Burnaby —
Robin Bastow
Frank Gentile
Sharon Wikjord
Fellburn —
Maria Christensen
Burns Lake — Jean Crabbe
Campbell River —
Ethel Ashcroft
Heidi McLaren
Castlegar — Gwen Krueger
Chemainus — Brenda Donnelly
Chetwynd — Genora Hillton
Chilliwack —
Bill MacDonald
Carole Schulties
Clearwater —
Lois Ann Sonneson
Courtenay — Susan Bunn
Cranbrooke —
Josephine Cavelle
Barbara Hunt
Creston — Stella Griffith
Cumberland —
Mildred Hofmann
Dawson Creek —
Maria Costaganna
Otilie Steinke
Delta —
Irene Dale
Kathy Robie
Tilbury — Ben Milendes
Duncan —
Renee Johnson
Lesley Wolford
Enderby — Bob Hart
Fernie — Mary Koran
Fort Nelson —
Doreen MacDonald
Fort St. James — Sue Amyot
Fort St. John — Alberta Dorval
Golden — Mary Spaens
Grand Forks — Yvonne Taylor
Hope — Sandra Apted
Invermere — Judith Pocha
Overlander — Noreen White
Ponderosa —
Frances Nielsen
Robert Tindall
Kamloops —
John Nymeyer
Henry Theobald
Kaslo — Andred Leathwood
Kelowna —
Helen Burnell
Douglas Enns
Bob Shortland
Kimberley —
Janice Broadhurst
Kitimat —
Michael Brandt
Jane Cummings
Ladysmith — Joan Mrus
Langley —
Eileen Anderson
Bruce MacKay
Lillooet — Olive Priddy
Maple Ridge —
Alice Jones
Mary Vogel

Merritt — Henny Geertsema
Mission —
Elizabeth Marshall
Christine Polak
Nakusp — Laurine Thompson
Nanaimo —
Shannon Fitzhenry
Eileen Henneberry
David Tague
Grace —
Tena Pendlebury
Blair Thomas
Holy Family —
Jean Blair
Patricia Colter
Louis Brier —
Socorro de Guzman
Mount St. Joseph —
Tony Beliso
Bessie Maider
Red Cross — Len Lifchus
St. Paul's —
Gail Dodson
Bob Standell
Peter Stokes
St. Vincent's —
Mary Hyde
Patrick Wall
Arbutus — Mary Williams
Shaughnessy —
Mary Aitken
Leslie Hammond
Jim Wall
Sunny Hill — Isabel Andersen
Vancouver General —
Allan Brownlee
Bob Davies
John Frew
Gordon Meagher
Gwen Parrish
Larry Richards
Vernon —
Steve Pawliuk
Hank Verkerk
Aberdeen — Jean Evernden
Capital Region —
Barbara Bates
Glengarry —
Jim Bates
Shirley Doyle
Gorge Road —
Douglas McHugh
Cathleen Wormald
Mount St. Mary —
Sue Hay
Ethel Meyer
Mount Tolmie —
Marilyn Mus-Rath
Priory —
Joan Harvey
Doreen Young
Queen Alexandra —
Nicholas Fai
Royal Jubilee —
Jim Amos
Nancy Cardy
Colin Chalmers
Phyllis Shiplack
Victoria General —
Sandra Fleet
Vivian Kirk
Donna Lowe
White Rock —
Jack Berry
Doris Holloway
Williams Lake —
Kathy Babcock
Debra Ewart
Cariboo Lodge —
Linda Connolly
Kootenay Lake —
Amelia Fukala
Marion Quirk
Mt. St. Francis —
Audrey Phillips
Queen's Park —
Phil MacLeod
Lyla Obrecht

Royal Columbian —
Wally Gollub
William Hasselaar
Ann Wilkins
St. Mary's —
Lynn Halstead
Susan Kulasa
Lions Gate —
Neil Anderson
Gordon McKnight
Kristina Vandervoort
Oliver —
Noreen Baas
Ted Meysen
100 Mile House —
Catherine Chadsey
Penticton —
Dennis Jeffery
Jeff Pickford
Port Alberni —
Lorna Forbes
Wendy Girbav
Port Alice — Kathy Lundin
Pouce Coupe —
Dianne Dedman
Powell River - Olive Devaud —
Norm Dyble
Powell River —
Anna Johnston
John Johnston
Prince George —
Enid Hansen
Andy Kozyniak
Jocelyn Veitch
Prince Rupert - Acropolis
Manor — Debbie Thompson
Prince Rupert — Mary LaPlante
Princeton — Debby Jago
Quesnel —
Mabel Antonick
Lynn Hodgkinson
Revelstoke — Una McInnes
Richmond —
Betty Laing
Rose Malcolm
Rossland —
Marilyn McKerracher
Saanich —
Jan Ashmore
Charlie MacMillan
Salmon Arm — Frank Hale
Sechelt — Phyllis Hedden
Smithers — Traudel Portsch
Sparwood — Mary Stenson
Squamish — Lynn Staton
Summerland —
Margaret Grohs
Surrey —
Julia Amendt
Mary Gobillot
Tahsis — Myra Wilson
Terrace —
Kay Hepplewhite
Betty Misfeldt
Tofino — Margaret Sloman
Trail - Columbia View Lodge —
Kim Santucci
Trail —
Gen Goldade
Sid Desireau
Arthritis Society —
Linda Gulbransen
Cancer Control —
Jean Norlin
Lia Travis
Children's —
Helen Harrington
Margaret Loughheed
Dogwood Lodges —
Eileen Snary
Cheryl Young
G.F. Strong —
Lois Godfrey
Enid Shackles



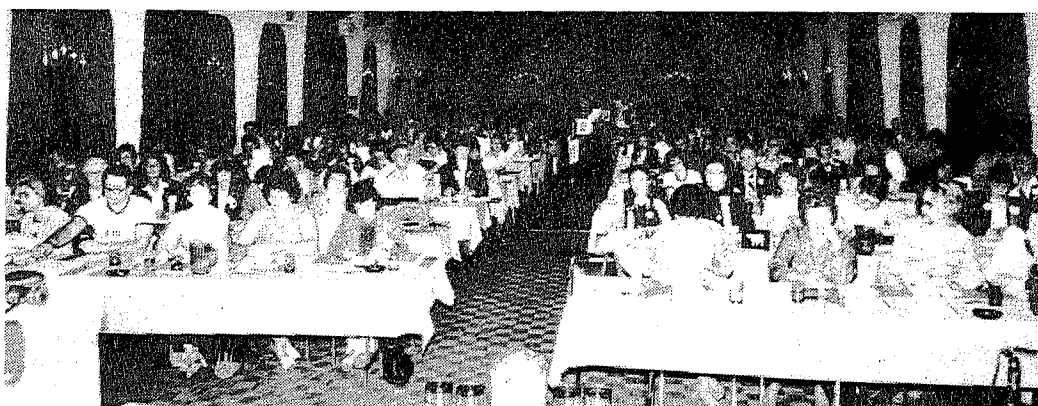
Jan Ashmore was one of two representatives for Saanich Unit members in Vernon. Jan is Secretary-Treasurer of the Vancouver Island Unit.



Maria Christensen was the delegate from the Fellburn Unit at Vernon. Maria is the Secretary-Treasurer of the Fellburn Unit in Burnaby.



Conference delegate Kathy Babcock makes a point during the two-day wage policy conference. Kathy is the Chairperson of the Williams Lake Unit.



There were 179 delegates from HEU Units around the province gathered in Vernon Oct. 1 and 2 to decide on upcoming Master Agreement contract demands.

Strike may be necessary

Gerow Report To Conference

The following is a summary of HEU Secretary - Business Manager Jack Gerow's report to the HEU delegates at the Eighth Provincial Wage Policy Conference in Vernon, October 1 and 2.

There are "restrictions of the law" that have interfered with and restricted the efforts of the Hospital Employees' Union to not only settle collective agreements, but also implement collective agreements.

In addition, there have been "studies" on working conditions; apprenticeship training, and wage rate discrimination which have been "ignored" by our paymaster and our employer.

And further; we have had our share of "longstanding problems" with sick leave, special leave; hours of work and no Cost-of-Living protection.

In our upcoming round of Master Agreement negotiations, if these frustrations continue to be aggravated by a Health Labour Relations Association who won't agree to co-operate in the Classification System, who won't agree to pay equal pay for work of equal value, and who won't agree to provide a level of income that will compensate for the erosion of our living standard because the prices for food; shelter and transportation are running wildly out of control at the hands of insensitive federal and provincial governments, then I expect the members of HEU to say:

"No Classification System — no work.

"No equal pay — no work.

"No substantial wage increase — no work."

These expressions should not be interpreted as being indicative of a Union membership that would rather strike than negotiate.

Just look at the incredible patience and responsibility the members of HEU have exhibited in the face of the repeated attempts of the employer to red-circle and recover from as many non-classified employees as possible.

Instead, these provoked expressions of self-worth and singleness of purpose will be the natural responses of unappreciated health care workers and the trade union that represents them, who are under assault just like other working people throughout North America.

In addition to the reality of the highest levels of inflation of any region in North America, all of us should be painfully familiar with the "Wild West" attitude of U.S. President, Ronald Reagan, who shoots first and asks questions later — who fires thousands of air traffic controllers, public sector workers just like HEU members, and then wonders what could possibly cause these workers to break laws that pamper the privileged employer class and punish the impoverished working class. Not satisfied with the wounds he has inflicted on the controllers, President Reagan then proceeds to mutilate their union.

That labour relations gun-fighter mentality has been welcomed to British Columbia with open arms by those who find cowardly comfort in blaming the working person for this country's economic woes and using only the working person's back to fight inflation.

At HLRA, this attitude is not a stranger. Dispassionately, HLRA will carry out the wishes of its masters; including the

Minister of Health, who is relentless in his pursuit of slashed health care costs even if this means the members of the Hospital Employees' Union must suffer with wages and benefits that do not keep pace with galloping inflation but do keep subsidizing the government's health funding responsibility.

What this means is simply this:

The just and equitable expectations that we have in terms of Classification, Equal Pay, and income security will be met head on by an employer and a Provincial Government that is determined to show all of the workers in the health care community who is boss and how costs can be cut.

What this means is that the chances of a hospital strike are increasing daily.

Whenever there is talk of a hospital strike, people get apprehensive and reactionary. Especially those who need hospital care or who have friends or relatives who do. All of a sudden, they dust off old and discover new self-serving arguments why hospital strikes should be outlawed. But they never suggest how health care workers can achieve wages and benefits that are equal to the essential services they provide.

The reason why there is such a dearth of suggestions in terms of a substitute for strike action is because there may not be any.

When the parties in a collective bargaining relationship have exhausted the free collective bargaining process without success, the only effective alternative to force a fair settlement on the employer is to cause the employer to feel the political, social and economic cost of not agreeing with his employees.

Having talked strike, we all know that the Hospital Employees' Union is not a strike-happy union. Sure, we had a hospital strike in 1976 that lasted twenty-two days for the Vancouver General Unit and fewer days for other units.

Yes, we had a strike at Windermere Central Park Lodge that went for about three and a half months.

But that doesn't mean we're strike-happy.

All that means is that, when necessary, HEU will do what is effective in order to win an acceptable collective agreement.

Sometimes this means strike and other times this means arbitration.

In this round of Master Agreement negotiations, HEU will be bargaining with an employer's representative who has already made up his mind that there will be a strike even before coming to the bargaining table. We know there is the probability that someone has made up the HLRA's mind for it — someone like the Minister of Health or the Minister of Finance.

Let me tell you why I come to that conclusion.

The Health Labour Relations Association has been meeting with its membership in every corner of the province, saying that there is no possibility of "meaningful negotiations" with the Hospital Employees' Union because of their wage and benefit demands.

It is my view that HLRA's advanced billing of its upcoming negotiations with HEU, even before HEU has had its Wage Policy Conference, is designed for the single purpose

of ultimately forcing HEU into a strike position thus causing the Provincial Government to step in and impose a settlement on HEU that is harmful to the Union and helpful to the government.

Such a tactic would be designed for the purpose of dividing and weakening the Union, and thus saving provincial government revenues for "election goodies".

In response to that manipulation, HEU must make every effort to force the HLRA to bargain collectively even if this means the taking of strike votes to show HLRA that we are determined and will not be used as pawns to balance mismanaged government budgets.

HEU must bargain under this banner:

Not necessarily a strike,
But a strike if necessary.

The HLRA will vigorously resist our demands. I do not expect the employer to get serious until we show our real solidarity. I don't think the employer will bargain realistically until we have taken strike votes.

With that in mind, I have asked our Staff Representatives to set aside the last week of November and the first three weeks of December in order that they may give to each Unit a Provincial Bargaining Committee report and take government-supervised strike votes if necessary. That kind of action and timetable must be set if we are to know where we are going before the end of the year — if we are to know whether or not the wage increase and the benefit increases will be applied in early 1982.

In the event strike votes are taken, strike notice is served and strike action is commenced, how would the strike be conducted?

Before answering that, I will again say this:

We must not be lured into taking strike action that would only cause the Provincial Government to end the strike by legislation that would impose a collective agreement acceptable to the government only. That would not get us the collective agreement we need and, at the same time, it would take HLRA off the hook.

We want to bargain hard — we want to force HLRA to negotiate in a responsible way — we want the best hospital collective agreement in Canada without any loss of wages because of work stoppages.

If we are to have this needed and deserved success in the soon-to-start Master Agreement negotiations, the delegates to this Conference must have the will and determination to be leaders, the Provincial Bargaining Committee must have the will and determination to win, and the membership must have the will and determination to be united and, if necessary, give to the Union an overwhelming strike mandate if called for by the Provincial Executive.

If it is necessary to use the strike mandate, then the membership must carry out the strike activity as directed by the Provincial Executive. The membership must act as one. The employer must be convinced that the members of the Hospital Employees' Union are both disciplined and dauntless in their quest for wages, benefits and conditions of employment second to none.



HEU Secretary-Business Manager Jack Gerow told the delegates during his report that the upcoming negotiations with HLRA will be one of the toughest ever faced by the Union. He stressed to the conference that HEU members must "act as one in order to win the wages and benefits you deserve" during upcoming negotiations.

I must say this to the HLRA — and we know they are listening:

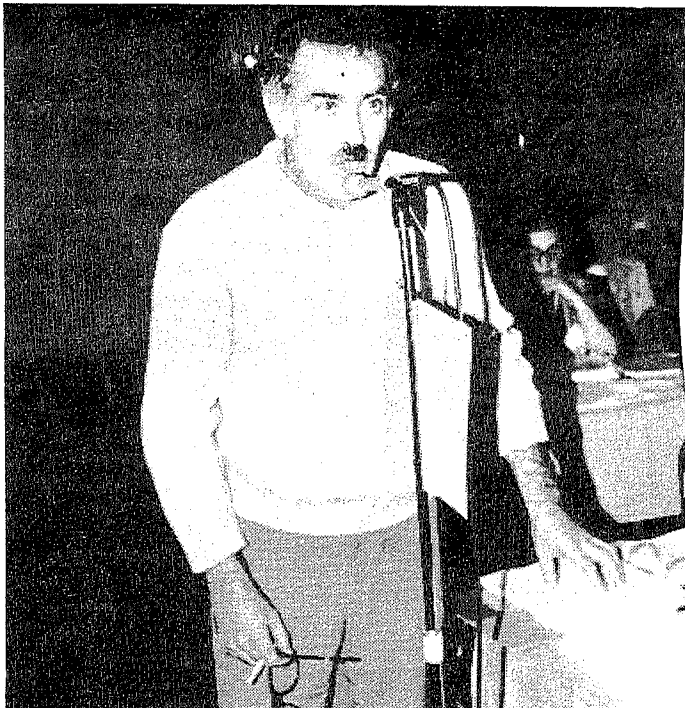
There is a groundswell of collective anger and aggression growing within the ranks of the Hospital Employees' Union.

Therefore, don't come to the bargaining table with proposals that do not answer

needs of our members and their families.

Instead, come with offers to settle that put an end to our longstanding problems and prevent future ones.

If you don't make such offers, you will soon hear from the members of the Hospital Employees' Union a crescendo calling for strong job action.



Bruce MacKay was one of two delegates who represented the Langley Unit. Bruce is pictured here speaking during debate on the classification system.



From left: Frank Hale, Salmon Arm and Debbie Jago, Princeton at the Eighth Provincial Wage Policy Conference.

In report to conference delegates

Bargaining Committee Makes Recommendations

[Editor's Note: the following is a summary of the bargaining committee report submitted to the Eighth Provincial Wage Policy Conference October 1 and 2 in Vernon.]

Committee Membership

The Provincial Bargaining Committee consisted of members elected from the delegates to the Seventh Provincial Wage Policy Conference held in Vernon in June, 1979; Brother Gordon Meagher of the Vancouver General Unit; Sister Alberta Dorval of the Fort St. John Unit; Brother Jim Amos of the Royal Jubilee Unit; and Sister Susan Bunn of the Courtenay Unit, Brother Cliff Weisner of the Shaughnessy Unit.

In addition, Brother Jack Gerow, Secretary-Business Manager was an automatic member of the Bargaining Committee and alternated between HEU's Nominee to the E. R. Peck Arbitration Board and HEU's spokesperson. Sister Lee Whyte was the Recording Secretary and alternate spokesperson.

Summary of Activities 1980 Reopener

The Master Agreement awarded by the Hope Arbitration Board included a provision on matters, namely:

1. General Wage Increase
2. Cost-of-Living Allowance
3. Job Evaluation Program
4. Apprenticeship Program
5. Overtime Rates
6. Vacations
7. Statutory Holidays
8. Severance Allowance

On September 1, 1979 HEU served written notice on HLRA of its intention to renegotiate these eight matters.

On October 4, 1979 HEU's Provincial Bargaining Committee met with HLRA's Bargaining Committee for the purpose of exchanging bargaining demands.

At a further joint bargaining session on October 26, 1979 it became evident that some of the matters open for renegotiation would not be settled until the matter of comparability was concluded.

Comparability

The 1978-80 Master Agreement awarded by the H. A. Hope Arbitration Board also included provisions for comparability of wages and working conditions between HEU members and their counterparts in the B.C. Government Employees' Union (BCGEU).

Negotiations between the parties had not achieved a settlement on comparability and the matter had been referred to arbitration in early 1979.

The arbitration was delayed by the parties' inability to agree on a chairman and, after Mr. E. R. Peck was appointed by the Ministry of Labour, a challenge by HLRA of Brother Gerow's right to act as HEU's Nominee to the arbitration board. That question was decided in HEU's favour in late September, 1979.

The arbitration was scheduled to commence on October 29, 1979.

At the outset, the parties agreed that the jurisdiction of the Peck Arbitration Board should be extended to include the matters at issue under the 1980 reopener clause. The parties also agreed that the proceedings should be informal and that Mr. Peck should function as a mediator/arbitrator.

Following the agreement on jurisdiction and procedure, the parties tabled their respective submissions on comparability.

Mediation sessions commenced on November 19, 1979 and continued throughout the balance of November, December and January.

Through the mediation process the parties were able to agree on all matters at issue except seven; these were:

1. Apprenticeship
2. Contracting-Out
3. General Wage Increase including increment steps
4. Red-Circling
5. Job Evaluation Retroactivity
6. Lay-Off Provisions
7. Statutory Holiday Premiums

On January 28, 1980 Mr. Peck recommended how these outstanding issues should be settled.

The Bargaining Committee undertook to recommend acceptance of the package to the Provincial Executive.

Major features of the settlement were:

- contract term extended to December 31, 1981
- a lump sum payment to a maximum of up to \$2400 to cash out job evaluation retroactivity
- comparability adjustments retroactive to January 1, 1980 payable by August 1, 1980 for nine classifications comprising about 70% of the bargaining unit

— a classification system to achieve comparability with BCGEU rates for all other categories excluding trades with minimum wage increase guarantees of 9.5% January 1, 1980, 4% August 1, 1980 and 4% August 1, 1981

— wage increases of 9.5% January 1, 1980, 8% August 1, 1980 and 8% August 1, 1981 for tradesmen

— longer vacations for all employees with five or more years of service

— the addition of orthodontic services to the dental plan

— medical, group life and long-term disability plans 100% employer-paid

— increased premium rates for shift work, overtime work and work on statutory holidays

— longer notice of lay-off

The Provincial Executive unanimously endorsed the recommendation of the Bargaining Committee to accept the package.

The results of ratification votes conducted during the month of February, 1980 indicated that the membership strongly supported the proposed terms of settlement.

On March 17, 1980 HEU was advised that the members of HLRA had also ratified the proposed terms of settlement.

On March 31, 1980 the Master Agreement was signed by HLRA and HEU's Bargaining Committee.

August 1, 1980 Wage Increase and Recovery of Overpayments

After longstanding and repeated attempts to get HLRA to declare its position, on August 1, 1980 HEU was advised that HLRA had instructed employers to implement only a 4% wage increase effective August 1 for all employees not yet classified.

On August 5, 1980 HEU requested Peck to call an arbitration hearing under the Addendum — Implementation of Terms of Settlement to deal with HLRA's refusal to pay the August 1 8% general wage increase.

Arbitration hearings were held on August 13 and 14, 1980. On August 19, 1980 Peck issued an award.

On August 27, 1980, after an

appeal to the Labour Relations Board, work stoppages by the membership, and a formal hearing, the Chairman of the Labour Relations Board, Don Munroe, issued a letter clarifying Peck's Award as follows:

1. HLRA member institutions are to pay the 8% increase to all employees effective August 1, 1980.
2. The provisions dealing with the 8% increase, the Classification System and red-circling are interrelated.
3. The mechanics of implementing any red-circling and/or recovering overpayments will be the subject of further arbitration hearings.
4. Any orders from the Arbitration Board regarding potential wage reductions and/or recovery of overpayments will be implemented after the Classification System and any consequential red-circling have been decided.

On September 8, 1980 the Peck Arbitration Board convened a hearing for the purpose of receiving submissions on the matter of recovery.

HEU argued that the Board had no jurisdiction to hear the matter until the Classification System had been decided and implemented. The Board rejected HEU's position and HEU withdrew from the hearing.

On November 28, Mr. Peck issued his award regarding the recovery of overpayments; it provided that:

1. the employer may recover from employees whose pay rates are red-circled by the implementation of the Classification System the difference between the 8% general wage increase and the increase to which the employee was actually entitled, retroactive to August 1, 1980;
2. the Board would provide the Union with an opportunity to make a submission regarding the period of recovery and the method of recovering from employees who terminated before or after the implementation of the Classification Plan before these matters were finally decided.

HEU appealed Peck's Award to the Labour Relations Board on two separate occasions, pursuant to Sections 108 and 36 of the Labour code. Both applications were dismissed.

On September 8, 1981 Mr. Peck issued a Supplementary Arbitration Award which set out the formula for recovery as follows:

1. each pay period the employer may deduct an amount equal to 2% of the employee's red-circled rate or \$20.00, whichever is greater; the effective date for commencing recovery to be the same date as the first general wage increase in 1982 is implemented.
2. the employer may deduct the balance owing from employees who terminate before recovery is complete.

Classification

One of HLRA's proposals under the 1980 reopener clause was a management sponsored and administered job evaluation program.

In its submission on comparability HLRA proposed the adoption of a broadbanding classification system similar to that utilized by the Government of B.C. and tied its proposal on wages to classification.

The 1980-81 terms of settlement provided for the develop-

ment and establishment of a mutually acceptable broadbanding classification system. In addition, the BCGEU rates effective August 1, 1980 for nine classifications readily identifiable as being comparable were included as part of the Wage Schedule to provide guidance and incentive to the parties regarding the classification system.

Negotiations on the classification system commenced on April 23, 1980.

By May 31, 1980 the parties had not reached agreement and Mr. Peck was called in to mediate the dispute.

Mediation sessions commenced on June 25, 1980 and continued into July but failed to produce a settlement.

Commencing July 10, 1980 HLRA began flooding HEU with job matches. It soon became apparent that under HLRA's matching proposals, especially those in the clerical group, many employees could be red-circled improperly.

Hearings before the Peck Arbitration Board commenced on September 12, 1980.

Brother David Fairey, a Job Evaluation Consultant with the Trade Union Research Bureau, was employed to act as HEU's Counsel. Brother Hans Brown, was named as HEU's Nominee to the Arbitration Board.

HLRA's Counsel and Nominee to the Arbitration Board underwent a total of three changes during the arbitration.

At the outset of the arbitration, the parties agreed that the Board should first decide the issue of matching, that is the process and results of comparing HEU/HLRA classifications and pay rates to BCGEU/GERB classifications and pay rates.

The parties also agreed that clerical employees would be the first occupational group to be matched.

HLRA proceeded first and continued its presentation of evidence until November 18, 1980. On November 19, 1980 HEU began its presentation.

In December the Bargaining Committee decided that clerical employees deserved nothing less than the best and instructed Brother Fairey to do the best possible job in terms of his case presentation on clerical job matches.

The Bargaining Committee also decided it would be beneficial for members within the clerical group to attend the hearings to observe the arbitration first-hand and participate in the process.

The Bargaining Committee also endorsed the proposition that local classification committees should be established to provide material which would supplement the information contained in hospital job descriptions and assist HEU in the job matching process.

The Bargaining Committee also determined that, after clerical, matching should proceed in the following order: dietary, nursing, stores, laundry, house-keeping, utility/maintenance, and miscellaneous categories.

HEU completed its evidence on April 29, 1981.

HLRA's rebuttal began on June 1, 1981 and was completed on June 26, 1981. Summation and argument followed thereafter, commencing on July 3, 1981. On August 5, 1981 — after eleven months, 84 hearing days, 88 witnesses, and 210 exhibits comprising 11,000 pages of documentation — the

arbitration was finally concluded.

Since that time the Peck Arbitration Board has been in continuous deliberations.

HEU has asked the Board to decide the matches for 80 clerical benchmark jobs (19 of these have been agreed to by the parties) and to apply these benchmarks to approximately 275 clerical jobs in 5 test hospitals (Royal Columbian, Lions Gate, Surrey Memorial, Grace and Victoria General).

It is anticipated that the Peck Arbitration Award will form the basis upon which all remaining clerical jobs are matched or classified.

Commencing May 13, 1981, HEU has also been in negotiations with HLRA on the matching of dietary classifications. To date those negotiations have produced an agreement on the pay grade structure for Cooks. HEU is optimistic that the majority of dietary matches can be settled in direct negotiations between the parties.

Casual Employees

On October 19, 1979, the Bargaining Committee met with an HLRA committee to discuss the interpretation and application of the Casual Employee provisions of the Master Agreement and the resolution of outstanding grievances.

One month later in its submission on comparability, HLRA proposed that the Casual Employee provisions be replaced by the Auxiliary Employee provisions under the BCGEU Master Agreement.

The terms of settlement provided that negotiations on the matter of casual employees be deferred until after the signing of the Master Agreement with the arbitration if the parties did not settle the dispute by May 31, 1980.

On June 17, 1980 HLRA referred the matter of casual employees to mediation/arbitration.

On October 27, 1980 HLRA withdrew its agreement to mediate the dispute. The arbitration hearings were scheduled to commence on November 4, 1980.

Before the parties could get into the merits of the dispute, HLRA applied to the Board to have all witnesses excluded.

On November 27, 1980 the Board denied HLRA's application. The arbitration continues to stand adjourned.

HEU takes the position that until the Peck Arbitration Board completes its deliberations on the classification system it should not schedule hearings on the casual employee dispute.

Comments and Recommendations

Since the fall of 1974, HEU has been attempting to regain its position of leadership in wages and working conditions vis-a-vis the B.C. Government Employees' Union.

The comparability provisions awarded by the Hope Arbitration Board as part of the 1978-80 Master Agreement has been a means to that end. HEU's Master Agreement will surpass the BCGEU wages and benefits from Jan. 1, 1982.

Without comparability HEU members likely would not have seen the many improvements to working conditions that were a part of the 1980-81 terms of settlement.

Without comparability those HEU members within the nine

Continued on page 7



Tabulation committee members counted up the ballots on several occasions when the hand voting in the hall was too close to call. From left: Kay Hepplewhite, Terrace; Henny Geertsema, Merritt; Mary Gobillot, Surrey; Josie Cavelle, Cranbrook; Carole Schulties, Chilliwack; and Lesley Wolford, Duncan.

CUPE Leaders Seek 31 Per Cent Dues Hike

Members of the country's largest union were angrily divided October 5 over a proposal to hold a secret ballot vote on their leaders' demand for a 31 per cent increase in union dues over two years.

The proposal for a secret ballot vote was narrowly defeated in a show-of-hands vote among about 1,300 delegates to the national convention of the 257,000-member Canadian Union of Public Employees; which is carrying a \$2.2 million strike fund debt.

Some delegates demanded a secret ballot vote because officials of union headquarters were pressuring individuals to support the dues increase in the traditional show-of-hands vote. If the vote were secret, delegates could vote freely. A hospital worker said her Sudbury, Ont. local wants a dues reduction.

Opponents, including such veterans as Sam Dobbin of Toronto, said unions had to conduct their affairs openly, and no member "could be intimidated by union staff."

It was the most controversial issue on the first day of the five-day convention.

The union leaders say a key part of the strategy is to build up the union's funds for such actions as strikes. Strikes in the last two years have cost more than \$4 million, and some CUPE strikes last year were conducted on borrowed money.

CUPE president Grace Hartman said failure to give the union a financial transfusion

will hobble it at a time when it faces unprecedented attacks from government employers, many members of the business community in the private sector and much of the media.

"To fail to approve the proposed dues increase will be the same as throwing ourselves at the mercy of (Prime Minister) Trudeau, and premiers (Peter) Lougheed, (Bill) Davis, (Bill) Bennett, (Sterling) Lyon, (John) Buchanan and all the other politicians at every level who are determined to make CUPE, and other unions the scapegoat for their economic mismanagement."

(Jim Craig, a CUPE member at the University of B.C. Hospital, told *The Guardian* the CUPE members at the hospital currently pay \$20 a month in union dues.

"We pay one and a quarter percent of our monthly cheque plus a \$5 per month levy on top of that," said Craig.)

Hartman said the union is suffering a chronic lack of funds, and the current debt in the strike fund "will tempt employers to provoke strikes and keep our members on the streets for longer periods."

The union's strike rate had increased dramatically from its early days in the sixties. In the last two years, there were 190 CUPE strikes, each averaging almost one month.

(Editor's Note: The above story, except for the two paragraphs in brackets, was written by *The Canadian Press* news agency and appeared in the *Vancouver Sun* October 6.)

Bargaining Committee Report

Continued from page 6

classifications designated in the Wage Schedule and who comprise about 70% of the bargaining unit likely would not have received the wage adjustments that were also a part of the terms of settlement (over the term of the agreement, Housekeeping and Dietary Aides received \$428.25 or a 44% increase; Practical Nurses and Orderlies with four years' service received \$432.75 or a 36% increase).

But comparability has not been all good news.

Comparability with BCGEU rates has disrupted some long-standing internal relationships within the HEU bargaining unit and the BCGEU clerical rates are too low.

• Under the HEU-BCGEU wage comparability exercise yet to be completed via the classification matching process some HEU members may be red-circled and subject to a recovery formula at a time when

they can least afford the pay deductions because of high inflation rates.

Other HEU members may be entitled to substantial wage adjustments retroactive to January 1, 1980 but they have had to wait until clerical was settled.

Some of the resolutions submitted to HEU indicated dissatisfaction with the nature of the wage settlement that formed part of the 1980-81 package.

When that settlement was reached in late January, 1980 it was anticipated that wage comparability with BCGEU would be a rough-justice classification matching exercise and that that process would be completed by August 1, 1980.

In retrospect and with the benefit of hindsight HEU put too much trust in HLRA's expressions of co-operation.

It might be suggested that the Bargaining Committee should have stayed at the bargaining table until wage comparability was completed and all wage rates were settled.

At the time the settlement was reached the parties had been in negotiations for three months and, in the absence of provincially standardized job descriptions and pay rates, further classification matching beyond the nine specified in the wage schedule would have been a difficult and lengthy process.

Having reviewed the events of the past two years, the Bargaining Committee makes the following recommendations:

1. that there be no settlement of the 1982 Master Agreement until all classifications are matched to ensure that HEU members receive the wage comparability adjustments that were an integral part of the 1980-81 terms of settlement;
2. that a bargaining demand be adopted prohibiting employers from recovering wage overpayments from employees who may be red-circled as a result of classification matching;
3. that the principle of equal pay for work of equal value be included as a bargaining demand as a means to rationalize internal wage rate relationships between and within occupational groups.

Funding Cuts Affect Victoria Group Home

A Victoria group home housing mentally handicapped adults and staffed by HEU members has had to drop a greatly-needed program because of funding cuts by the provincial Ministry of Human Resources.

Four HEU members who worked at the Redfern home in Victoria have lost their jobs because of the cuts, says Capital Region Unit Chairperson Barbara Bates.

"The residents at the home required 24-hour-a-day care so they (Human Resources) must have felt it was too expensive to run on that basis," said Bates.

"The move meant three full-time employees and one part-time employee, all HEU members, were out of jobs." The home has now re-opened with fewer staff and a different program altogether.

"There is a huge need for the original program of providing 24-hour-a-day care. And we feel the ministry re-opened the home with a different program just to save face."

The home is run on contract for the Human Resources ministry and the contract on the Redfern home was not renewed at the end of September. However the home was then re-opened in early October with less funding from the ministry.

HEU Secretary-Business Manager Jack Gerow called a suggestion by ministry officials that the home could have closed due to an inability to meet HEU wages demands "nonsense".

"Only they know the real reason why they were thinking of closing the home but it certainly wasn't because of HEU wage demands."

Bates added that the ministry had previously approved a 20 per cent wage increase for management staff in their budget.

"The Unit members find it hard to believe that they would approve that 20 per cent increase for management people and then forget that the unionized staff had an increase coming that year too," she said.

Crofton Manor Arbitration

HEU and Crofton Manor are in the midst of an arbitration, toward the settling of a collective agreement.

HEU presented its case before the arbitration board in September and the Crofton Manor management representatives were scheduled to present their case in October.

There are 40 HEU members who work at the Vancouver health care facility.

Crofton Manor, a private long-term care facility, was sold in June by the N. B. Cook Corp. to Skabania Enterprises Ltd. for \$10.6 million.

Willowhaven Unit Contribution

HEU's Willowhaven Unit contributed \$250 to the Windermere Unit members during the strike at Windermere Central Park Lodge.

Como Lake Members Pleased With Award

An arbitration award affecting HEU and the owners of Como Lake Private Hospital in Coquitlam was handed down in September.

The items in dispute dealt with by the Board included unpaid leave as it affects seniority, effective date of vacation provision, choice of vacation period, sick leave, cash pay out of unused sick leave credits, maternity provisions, registered retirement savings plan proposal and nurses' pay.

The agreement at Como Lake is in effect from April 1, 1980 until December 31 of this year.

Unit Chairperson Barb Roberts said the Unit was very pleased with the award in general.

"We're certainly happy that the contract is now finally settled. The contract has already been implemented and we received retroactive cheques ranging from \$6,000 to \$10,000 in October," said Roberts.

"However we weren't happy with one aspect of the award that gave graduate nurses and registered nurses different pay rates. We felt that was discriminating against grad nurses who at our hospital do exactly the same work as the registered nurses," she added.

The nine graduate and two registered nurses who work at Como Lake Private Hospital became members of HEU in 1979, said Roberts.



Connie Bertoia (right) was presented with a gift after a September Rossland Unit meeting from Unit member Eida Brenson on behalf of the Unit. Connie was an HEU member at Mater Misericordiae Hospital in Rossland for 22 years before taking a job in Trail earlier this year.

Unit photo



HEU member Donna Haacke, shown here administering medicine to Mrs. Margaret Manson, is a licensed practical nurse at Olive Devaud Residence in Powell River.

Probationary Employees Not To Be Deprived

An arbitration board has ruled that HEU members who are on a probationary or qualifying period are entitled to apply and be considered for posted positions.

"We find no language in the Master Agreement which would make its provisions inapplicable to employees who are in a probationary or qualifying period," stated the August 14 decision.

The arbitration came about as a result of a HEU grievance at Vancouver General Hospital.

Vancouver General stated at the arbitration hearing that an employee on a probationary or qualifying period should not be considered for postings by virtue of its written policy dated October 15, 1977.

HEU countered that the Union played no part in the development of that policy and

never had formal notice of the policy.

We are of the opinion that there is no language in this Master Agreement which would allow the Employer to set policies which would deprive certain employees of the opportunity to apply for posted positions," stated the arbitration board decision.

"... in the event that an affected employees' employment is terminated for any reason following determination of employees' classified pay rate but before recovery of the difference described above is complete, the employer may deduct from the employees' wages at the date of termination the balance owing, or in the alternative make such arrangements for recovery as may be mutually satisfactory to the Employer and the affected employee."

Board In Deliberation On Clerical Classification

At Guardian press time the Peck Arbitration Board had not concluded deliberations with respect to the classification of clerical employees.

HEU has asked the Board to decide the matches for 80 clerical benchmark jobs (19 of which have been agreed to by HEU and HLRA) and to apply these benchmarks to approximately 275 clerical jobs in five test hospitals. The five test hospitals are Royal Columbian, Lions Gate, Surrey Memorial, Grace and Victoria General.

It is anticipated that the Peck Arbitration Board award will form the basis upon which all remaining clerical jobs are matched or classified.

There will be an implementation period from the time that the Peck Board comes to a decision and the time that all clerical jobs have gone through the matching process.

The presentation for the arbitration involving the clerical job classifications was concluded in August after 11 months, 84 hearing days, 88 witnesses, 210 exhibits and 11,000 pages of documentation. Since that time the Peck Board has been in continuous deliberations.

On dietary classification, an agreement has been reached on the pay grade structure for cooks. The following rates have been negotiated:

	(Jan. 1/80)	Aug. 1/80	Aug. 1/81
Cook 6 —	\$1716	\$1853	\$2001
Cook 5 —	\$1590	\$1717	\$1854
Cook 4 —	\$1493	\$1612	\$1741
Cook 3 —	\$1429	\$1543	\$1666
Cook 2 —	\$1355	\$1463	\$1580
Cook 1 —	\$1300	\$1404	\$1516

HEU and HLRA have not come to agreement as to the classification of Cooks into these categories. Negotiations in Dietary are continuing in order to establish appropriate rates and matches for other non-classified dietary workers.

By now all Units should have received Nursing and Stores Questionnaires and Descriptions. This material should be completed as soon as possible in order for the Union to prepare its job matches in these categories.

Upon receipt of job descriptions from HLRA, the Union will be setting up matches in all other non-classified groups.

The Hospital Guardian, October, 1981/Page 8

Until '82 wage increase

Recovery Not To Be Implemented

A supplementary award has been handed down by the Peck Arbitration Board in the matter of recovery of overpayments under the classification system addendum of the HEU/HLRA Master Agreement.

The supplementary award, handed down September 8, has delayed the Employer's entitlement to recovery until the next general wage increase in 1982.

HEU Secretary-Business Manager Jack Gerow said the Peck Board decided that the recovery not be implemented at the present time.

"The Board unanimously decided that recovery not be effected until the next general wage increase thus cushioning the impact of any downward classifications," said Gerow.

The Peck award outlined the following formula for recovery:

"The Employer may recover the difference from the wages of each affected employee by deducting an amount per pay period equal to two per cent of the employee's red-circled monthly pay rate, subject to a minimum deduction of \$20 per pay period, following determination of the employee's position classification."

"The effective date for commencing recovery payments shall be the same date the first general wage increase in 1982 is implemented upon the parties entering in a revised collective agreement," stated the September award.

The award included a provision regarding employees who are terminated.

Last December, HEU received the original Peck arbitration award regarding the recovery of potential overpayments of the August 1, 1980 general wage increase.

In summary, the award provides that the Employer may recover from employees whose pay rates are red-circled by implementation of classification, the difference between the eight per cent general wage increase and the increase to

which the employee is actually entitled with a minimum August 1, 1980 wage increase of four per cent (retroactive to August 1, 1980).

HEU had argued before the Board that the Board did not have jurisdiction to issue an award on recovery until after employees were classified and red-circled under classification.

The Board did not accept HEU's argument and decided that the Employer "may" recover overpayments from August 1, 1980.

HEU then appealed the decision of the Peck Board before the B.C. Labour Relations Board. In April of this year the LRB upheld the original deci-

sion of the Peck Arbitration Board. HEU appealed that LRB decision in May and again the appeal did not succeed.

After the review process was exhausted, Board Chairman Ed Peck issued the supplementary award which included the HEU proposal that recovery not be implemented until the next general wage increase.

[Editor's Note: An emergency resolution was passed at the Provincial Wage Policy Conference that dealt with recovery. Delegates voted that HEU's bargaining committee negotiate a provision prohibiting employers from recovering overpayments from employees who are red-circled as a result of the Classification System.]

Retroactive Money Granted By Award

An arbitration award handed down recently has granted retroactive lump sum wage adjustments to HEU members at 11 hospital and long-term care facilities.

The hospitals and facilities affected were: Ponderosa Lodge, Fellburn Hospital, Olive Devaud, Cariboo Lodge, Arthritis Society, Penticton and District Retirement Service, Overlander Hospital, Columbia View Lodge, Port Hardy Hospital, Pouce Coupe Hospital and Bella Coola Hospital.

The arbitration dealt with the extent to which employees at these facilities were entitled to participate in the \$2,400 retroactive lump sum wage adjustment.

The affected employees will receive, as a result of the award, a sum of \$50 per month for each month of service (or a proportionate amount thereof) in the period Jan. 1, 1979 to Dec. 31,

1979 and \$37.50 per month for each month of service (or a proportionate amount thereof) in the period Jan. 1, 1975 to Dec. 31, 1978.

HEU's claim for interest on the retroactive money was rejected.

The chairman of the arbitration board was Ed Peck. The Union nominee on the board was HEU Secretary-Business Manager Jack Gerow.

Gerow said the Union was pleased with the decision however he added it was a long time for the affected members to wait.

"It's great to win our interpretation of the Master Agreement, but at the same time it is an unwarranted and unforgivable exploitation of our members. They shouldn't have been kept from their rightful monies for so long by the Employers," said Gerow.

Sechelt Unit Members Assist With Float

The St. Mary's Hospital in Sechelt, with the participation of many Sechelt Unit members, entered a float into the local Timber Days parade this summer and emerged as 1st place winner in its category.

Miss St. Mary's was Kim Keays, who is the daughter of Sechelt Unit member Pat Keays. Pat is a dietary aide at the hospital in Sechelt.

"This year's theme was the 25th year of Sechelt's incorporation into a village. The St. Mary's Hospital float, a three-tiered pink and white birthday cake, was later dismantled and entered in the Sea Calvalcade parade in Gibsons," said Unit Chairperson Dorothy Goeson.

"We're proud of the Sechelt Unit members and everybody else who helped with the float," she said.

Louis Brier Donation

The Louis Brier Unit donated \$44 in food supplies in April during the course of the Windermere Unit members' strike earlier this year.

"We know it wasn't much but we don't have much money in our account, so we gave the most we could," Unit Secretary-Treasurer Evangeline David told The Guardian.

"Our Chairperson Socorro de Guzman went out with the money and bought coffee, cookies, tea and sugar for the Windermere members to use in their camper," said David.

Multinational Companies' Profits

HEU has written Prime Minister Pierre Trudeau asking that profits made by multinational companies operating in Canada remain or be reinvested in Canada.



Fraser Valley Regional Vice-President Alice Jones, shown here at a Provincial Executive meeting in September, has suffered a neck and back injuries during her working career at Maple Ridge Hospital. HEU will be distributing questionnaires to all Units in the near future to gather data for upcoming Master Agreement negotiations.

HEU Wins Fight Over Free Parking

HEU has won a longstanding fight over the question of free parking for Union members working at Shaughnessy Hospital in Vancouver.

A September 3 arbitration board decision ruled that HEU members at Shaughnessy have a right to free parking on the hospital grounds because of a previous contractual provision with the hospital.

"... it is our view that the Employer has not discharged the onus we find upon it of establishing that it is no longer impracticable to provide free parking on its employees who are members of the Union's bargaining Unit," said Board Chairman Hugh Ladner.

"It is our opinion that it is practicable for the Employer to provide the employees in the Union's bargaining Unit with parking passes thereby entitling them to site-wide parking," stated Ladner in the September decision.

"... it has not been demonstrated that the cost of providing those passes exceeds the past and current cost of free parking to such an extent that it is impracticable to provide such passes," he added in the decision.

The decision came as a result of a Union grievance which

dated back to 1979 when the hospital management announced plans to have HEU members pay for parking at the hospital.

"It has been HEU's position from the very start of this dispute that hospital workers should not be expected to pay for parking when our contract says otherwise," said Union Secretary-Business Manager Jack Gerow.

"The collective agreement between HEU and Shaughnessy Hospital establishes the right of HEU members to park for free. The implementation of paid parking would not only have broken that agreement but also would have created huge traffic congestion at the beginning and end of each shift because of the need to control the exits and entrances for payment of parking fees," added Gerow.

The provincial Minister of Health Jim Nielsen intervened into the dispute earlier this year when he reminded the Shaughnessy Board of Trustees that the funds for expansion of the hospital came partially from Victoria.

"All of the foregoing funds are being made available on the condition that a suitable system of paid parking is implemented to generate revenue in order to offset the original capital expenditure," wrote Nielsen in a April 8 letter to the Chairman of the hospital's board of trustees.

Gerow said the Shaughnessy Unit members resented the minister's interference into the affair.

"It is obvious from the arbitration board's ruling that legally our members have the right to park for free at Shaughnessy. Our members felt the Minister was butting in where he had no business being, and the hospital took a less than courageous position by hiding behind the minister," said Gerow.

There are about 980 members at the Vancouver Hospital.



Prince Rupert members happily displayed their retroactive cheques at a recent Unit meeting. The clerical employees at Prince Rupert Regional Hospital ratified a collective agreement in March that included retroactive pay back to June 1980.

Unit photo

At Prince Rupert Hospital

Employees Vote To Join HEU

HEU has won a vote at Prince Rupert Regional Hospital to represent approximately 150 employees at the hospital.

About 97 per cent of the employees who voted September 18, voted to become members of HEU. The employees were formerly members of the Canadian Union of Public Employees.

The employees are licensed practical nurses, a seamstress, nurse aides, dietary staff, housekeepers and orderlies at the hospital.

HEU already represents the clerical employees at the northern hospital.

HEU used to be affiliated to CUPE for about a six-year period from 1965 to 1970. However at HEU's Seventh Biennial convention in June 1970, delegates unanimously decided to break its ties to the national union.

"In their zealotry to build an organization to serve municipal workers, they had failed to recognize the needs and aspirations of health care workers who had contributed their numbers and financial resources to the goal of achieving one national union," said the Guardian in its July 1970 issue.

HEU was an established self-servicing union that participated at the merger convention which brought CUPE into being in 1964.

"The early failure to face up and recognize the differences that existed between the provincial bodies and the civic groupings have contributed greatly to the conflict that has been growing between our provincial union and the rest of CUPE," stated the July 1970 Guardian.

During the nearly six years that HEU had been a participating member of CUPE, the financial contribution made by HEU members amounted to \$250,000. When a per capita increase of 75 per cent was

proposed in 1970, convention delegates felt HEU members would be paying too much for service, research, education and organizational capabilities that they already were handling without assistance from CUPE.

HEU Local 180 advanced the proposition in the mid-1960s that CUPE should make a determined effort to provide a trade union home for all hospital workers in Canada. The proposals advanced were overwhelmingly endorsed at several CUPE conventions, however no structure was ever set up.

Laws Needed To Protect Howe Sound

HEU would like to see the Howe Sound area, just northwest of Vancouver, preserved as a recreational zone.

In a recent letter to B.C. Premier Bill Bennett, HEU urged the provincial government to protect the Howe Sound area by stringent laws thereby preventing any further air and water pollution because of industrial development.

HEU cited the disastrous effect that open-pit mining, a petrochemical complex and dredging would have on the ecology of the area.

MackKay And Shaw Given Farewell Party

The Rose Manor Unit in Victoria held a retirement party recently for retiring members Hanna MacKay and Thelma Shaw.

Hanna began work at the Victoria long-term care facility in 1954 while Thelma started her duties in 1971.

Unit Secretary-Treasurer Dora Wilcox said the Unit would certainly miss both women.

"They were both very kind and friendly people to work with. All the Unit members wish them well in their retirement years," said Wilcox.

A dinner-dance was held for the women in June.



Rose Manor Unit members Hanna MacKay (left) and Thelma Shaw were guests of honour at a retirement party held recently for them by the Unit. Sister MacKay started work at the Victoria long-term care facility in 1954 and Sister Shaw began her employment at Rose Manor in 1971.

Unit photo

Ocean Falls Unit Now Closed

The Ocean Falls Unit is now history as of July 31, says Betha Owen who for the past year served as Unit Chairperson, Secretary-Treasurer and the entire membership.

"They shut her down in July. There is now no more Ocean Falls General Hospital," Owen told The Guardian.

"There were just two of us at the hospital for a year or so, nurse administrator Rosemary Alexander and myself."

The story of Ocean Falls was documented in the 1980 April/May Guardian. At its peak the town, situated about 500 kilometres northwest of Vancouver, had a population of about 1,500 people.

However when the provincial government-owned Ocean Falls Corporation paper mill closed down last year, it meant the end of the line for the mill's 410 employees as well as the whole town's economy.

"I guess the hospital was too costly to run for the 125 people left in town. We're not going to move for the time being however," said Owen.

Two CUPE Locals Seeking Autonomy

Two Canadian Union of Public Employee Locals in New Brunswick have applied to the provincial Public Service Labour Relations Board for certification under the name of the New Brunswick Health Care Workers' Union.

CUPE Local 720 in Moncton and CUPE Local 813 in St. John made application September 23 for certification of the over 1,300 hospital workers within the two bargaining units.

CUPE Local 720 President

Michael Harpell talked to The Guardian in an exclusive interview and told why the members want to drop out of CUPE.

Harpell's local 720 has been placed under trusteeship by CUPE since April of this year and this has angered the members, he said.

Harpell said the base rate of pay for his local in Moncton is \$5.50 per hour.

"We certainly hope to see that changed soon," he said.

Raspberry Lodge Unit Receives Retro Cheques

Raspberry Lodge Unit Secretary-Treasurer Pauleen Schkuratoff told The Guardian in an interview that the retroactive cheques that have been given to some Unit members are over \$10,000.

The retroactive cheques came as a result of an arbitration award handed down recently.

"Some of the cheques were over \$10,000 and some were less but all the members were happy to get them that's for sure," Schkuratoff said.

The board based its decision on the principle that HEU members the employees at Raspberry are doing substantially the same work as other HEU members in other parts of the province.

"The employees do substantially the same work as persons employed in like facilities elsewhere in the Province of British Columbia. From time to time, their roles are mixed, and they do a variety of tasks. However, there is no doubt that the tasks performed are no different from those performed by persons employed in like facilities in other areas of the Province," stated the award.

"If we declined to make such

an Award or vary the HEU Master Agreement to reduce the wages or benefits for these employees, then they would be asked to subsidize this public health service. In a market which is not free but is wholly controlled by government regulation, it must be obvious that the burden of the public health service is a public burden, not to be borne by private business or individual employees."

The Union was certified on March 13, 1979. The wage rates at Raspberry Lodge prior to the award were as follows: Nurse's Aides — \$3.85; Housekeeping Aides — \$3.85; Recreationalist — \$3.85; Dietary Aides — \$3.85; Head Cook — \$4.50; Cook II — \$3.85.

Schkuratoff said the new wage rates are more than 100 per cent greater than the old rates.

"It was a long time in coming but we're finally getting what was coming to us. The award has doubled the wages of most of the members."

Other highlights of the settlement are:

— the HEU standard of four weeks vacation after one year's service

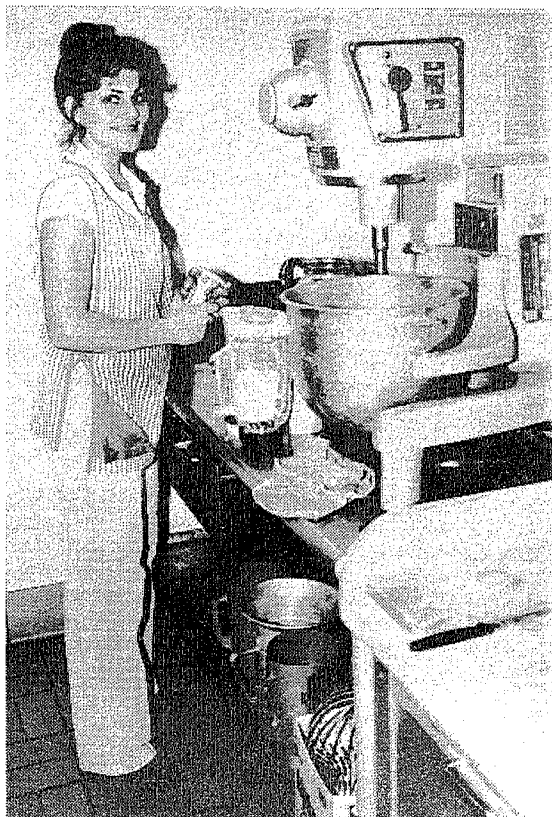
— 11 statutory holidays per year.

Are visited by Guardian

Powell River, Sechelt And Olive Devaud Units



Sechelt Unit members Bev Godkin (left) and Margaret Breen (behind the wheelchair) taking care of St. Mary's Hospital extended care resident Bill Burns.



Debbie Brandsma was photographed by The Guardian working in the kitchen at Olive Devaud Residence in Powell River. Debbie is a dietary aide at the long-term care facility.



Shirley Mirrlees is a clerk in the outpatient department at Powell River General Hospital.



Margaret Smith (left) and Jean Cooke work in the kitchen at Powell River General Hospital. Margaret is a cook and Jean is a dietary aide.



Jane Tanti (left) and Susan Dunn are housekeeping aides at Powell River General Hospital.



Pat Mercer is an HEU member at St. Mary's Hospital in Sechelt. Pat is a cook in the hospital's dietary department.



Mabel Burge works in the maintenance department at Powell River General Hospital. Mabel is a 10-year HEU member.



Allison Johnstone is a dietary aide at the Olive Devaud long-term care facility in Powell River.

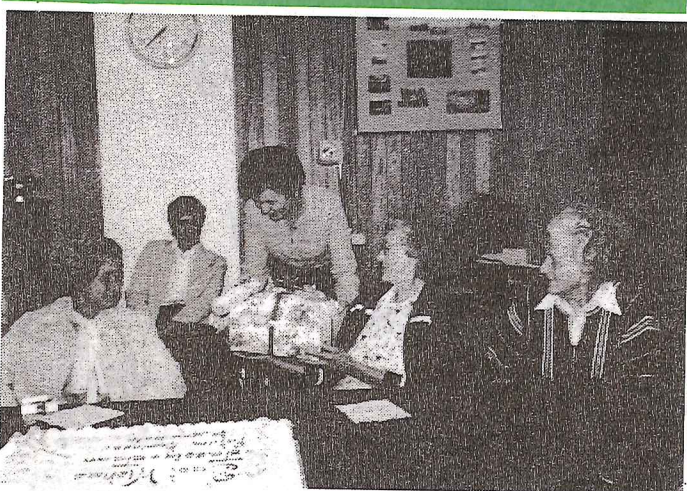


Sechelt Unit member Connie McDonald is a housekeeping aide at St. Mary's Hospital in Sechelt. Connie is pictured here cleaning the floor of the hospital's day care room.



Margaret Bartram is one of three switchboard-receptionists at Powell River General Hospital.
The Hospital Guardian, October, 1981/Page 10

HEU RETIREES



The Campbell River Unit gave a farewell party for retiring Unit member Jessie Hogue (second from right) over the summer. Jessie is pictured here receiving her gifts from Unit Chairperson Heidi McLaren. Long-time Unit member Gene Skinner (far left) was also honoured at the party on the occasion of her moving to Victoria.

Unit photo

Jessie Hogue Plans To Enjoy Retirement

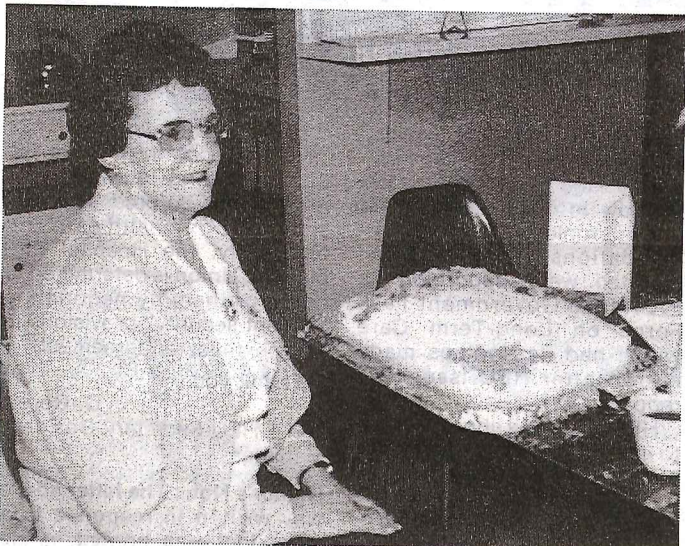
Jessie Hogue, a 20-year HEU member at Campbell River and District Hospital, retired from service June 30.

Sister Hogue held several Unit offices during her working career, including being on the Unit sick and social committees.

"Jessie was always available to help when you needed it and more than willing to go out of her way for you," said Unit Chairperson Heidi McLaren.

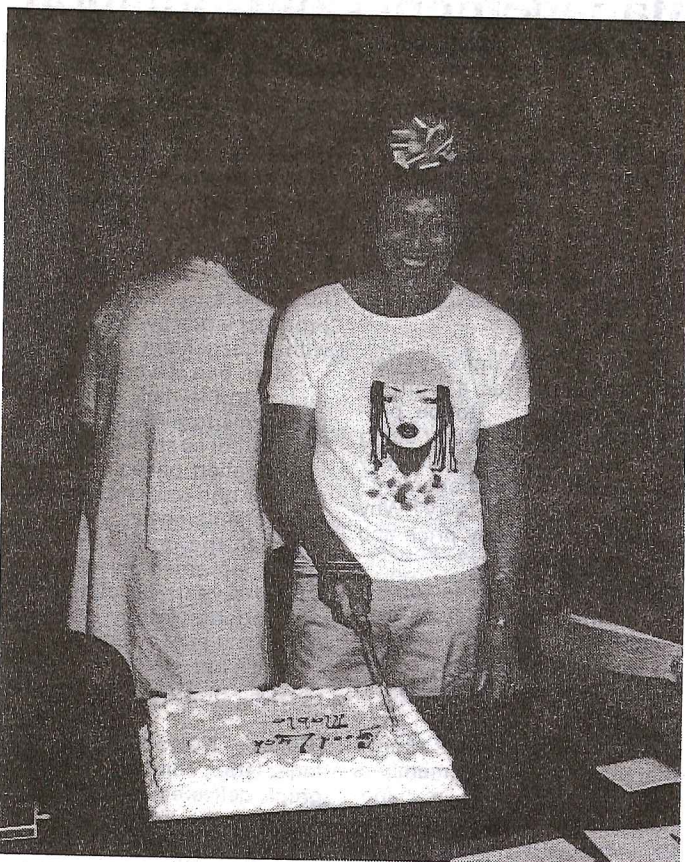
"She was a top-notch housekeeper in the operating room and will be missed very much by everyone," said McLaren.

Jessie plans to spend her retirement years by "taking it easy and enjoying my grandchildren."



Lillooet Unit member Eileen Tremblay was given a pendant watch by fellow staff at a retirement tea in August. Eileen held several positions on the Unit executive during her eight years of service at Lillooet District Hospital.

Unit photo



Campbell River Unit member Mable Clements cuts the cake at a party given for her by fellow Unit members recently. Mable plans to spend her retirement years by "doing anything I darn well please."

Unit photo

To seniors' pension hike

HEU Disappointed By Begin Response

HEU is not surprised by a recent response from Monique Begin, federal minister of national health and welfare, on a HEU request that the level of income given to senior citizens on Old Age Security pensions be raised.

"Naturally, we are not surprised but we are very disappointed with the recent response from Madame Begin. We were hoping for some solace for our seniors and instead we get the typical government arrogance we have come to expect," said HEU Secretary-Business Manager Jack Gerow.

Our union has noted that it

was a disgrace that some seniors had to live below the poverty line and consequently the government to do something about it," said Gerow.

"Instead what we see from this government reply is more government pap. What our seniors need is action not government inaction."

Begin's reply to HEU in August stated that it could be "some time" before the Guaranteed Income Supplement income for seniors would be raised.

"... given the current economic climate, it may be some

time yet before the money becomes available for even this necessary improvement," stated the Begin letter.

Development Threatens White Lake

HEU is concerned about the advancement of the St. Andrews-On-The-Lake housing development in the Penticton area and the effect such development would have on the world-renowned White Lake Dominion Radio Observatory.

HEU has written to Penticton city council in urging the Okanagan city to take the appropriate steps to ensure that the observatory not be adversely affected by the development.

Durand Manor Agreement

A collective agreement has been ratified by HEU members at Durand Manor in Golden.

The agreement is a first contract for the new HEU Unit, which was granted certification in June.

Unit Chairperson Diane Dempsey told The Guardian the 14 HEU members working at the newly-opened long-term care facility are very pleased with the agreement.

"We are happy to be members of the Hospital Employees' Union and we are also pleased with the contract," said Dempsey.

The agreement is based on HEU's Master Agreement and expires March 31, 1982.

The following Durand Manor Unit members were recently elected to their Unit executive:

Diane Dempsey, Chairperson; Agnes Walcott, Vice-Chairperson; Lee Kepke, Secretary-Treasurer; Linda Ferguson, Trustee; Kathy Anderson, Trustee and Conductor; Valerie Bradford, Trustee and Warden.

Ruth Toews Proud Of Daughter

Creston Unit Chairperson Ruth Toews is very proud of her 12-year-old daughter Jacquie and she has a good reason to be.

Jacquie, who has only five per cent vision, came home from the B.C. Summer games in August with six medals.

"We're all so proud of her at home. She's a spunky girl who is very competitive, despite her handicap," Ruth told The Guardian in a September interview.

Jacquie competed in swimming, track and field events at the B.C. Summer Games.

She also is a good figure skater and is now busy working on her winter schedule.

"She is going to compete in an international tournament in Grand Forks in November. The amazing part of the figure skating is that she cannot see the lines on the ice. She does them by instinct," said Toews.

"There are no disabled skaters we know of in Canada that are as advanced in figure skating as she is."

Ode To Terry Fox By Trail's Leda Creegan

The poem which appears below was written after the death of Terry Fox by Trail Unit shop steward Leda Creegan.

Leda told The Guardian she was inspired to write the poem while visiting her daughter in Calgary this past summer after Fox had succumbed to cancer June 28.

"My daughter had some stories about him sitting around her house so I just started writing down some ideas and soon thereafter started putting a poem together," said Creegan.

"He was such a beautiful and courageous person. He moved people to the point where you just couldn't help being touched by what he was doing."

Leda is a licensed practical nurse at Trail Regional Hospital, where she has worked since June 1971.

ODE TO TERRY FOX By Leda Creegan, Trail Unit

Terry Fox was a very brave young man
When he began his walk on our Canadian land.
Heading west to prove to everyone in our nation
What one could conquer with Terry's determination.

When he started out he must have known
The seed that the cancer had already sown.
This freckled, curly haired young man, with only one leg and an artificial limb
Skipped and hopped along the road, dreaming of what hope to all the marathon would bring.

In April 12, 1980, at St. Johns Newfoundland, his walk began
Giving strength and hope to cancer victims throughout this land.
Terry had a goal he aimed for, and to maintain
Struggling on with stamina, but also pain.

With loss of weight and tendinitis, he kept going on from day to day
Touching and amazing people, who cheered him on along the way.
The strength Terry had to keep going on
Is more than anyone of us can ever know.

He arrived in Thunder Bay, Ontario, and was unable to go on
Choked with tears and so much sadness, Terry Fox was then flown home.

Terry's dream was not for him alone, but for every cancer patient's
The nation touched by all he struggled for, gave their pledges and donations.

June 28, 1981, was a very sad day for everyone
Though Terry succumbed to death, his dream was never gone.
Terry Fox's name will always be in everybody's heart, and forever will be mourned
The Marathon of Hope for cancer Terry started, will always keep going on.

Eileen Tremblay Retires From Lillooet General

Lillooet Unit member Eileen Tremblay retired in August after eight years of duty in the dietary department at Lillooet General Hospital.

Eileen was given a pendant watch by the hospital staff at a retirement tea.

"Eileen was a very congenial person. She will be missed by everyone here," said Unit Secretary-Treasurer Olive Priddy.

Eileen served as Chairperson, Vice-Chairperson and Trustee on the Unit executive during her eight years at the hospital.

Mable Clements To "Play Golf And Badminton"

Mable Clements, a laundry worker at Campbell River and District Hospital for the past 13 years, officially retired recently.

Mable served the Unit over the years as a shop steward, Secretary-Treasurer and also on the social committee.

"I'll now have all the time in the world to do anything I darn well please," she told The Guardian.

"I have no specific retirement plans but I plan to do some gardening and play a little golf and badminton," she said.

HEU Members On The Job

At Vernon Jubilee Hospital

The Supplies Are Jim's Responsibility

It has been 12 years since the stores department opened at Vernon Jubilee Hospital and Jim Richardson has been on the job in the department from the very first day.

Richardson has actually been an HEU member at the hospital for 14 years, having worked two years in the housekeeping department prior to the switch to stores.

"We deal with shipping and receiving goods in the stores department. Everything from electrical machinery and humidifiers to canned food for the dietary department," says Jim.

"Of course all the important medical and surgical supplies come through our department as well. We make sure it gets to whoever is supposed to get it."

Richardson and the other employees in the department transport the supplies throughout the Okanagan hospital.

Originally from Port Arthur, Ontario, Jim is one of the lucky Canadians to have seen Canada from coast to coast.

"Yeah, we've travelled twice right across the country — from Newfoundland all the way to B.C. If I'd known how beautiful B.C. was in the first place, I'd have moved here a lot sooner."

Having personally witnessed the landscapes of all the ten provinces, Jim offered his views on the patriation of the constitution.

"I have one comment on that and that is that there is a lot more important business to take care of in the country first. I'd rather see Trudeau doing something about the interest rates rather than spending all his time worrying about the constitution."

"Mind you, I think having our very own constitution right here in Canada is important but then again I also like the way it is right now too. We are independent but we still have a connection with the English monarchy, which I think is good."

Richardson saw a lot of Canada while serving in the Canadian armed forces during World War II. He was stationed at bases in Toronto, Prince Edward Island and Winnipeg during the last world war and he remembers the experiences vividly.

"I had just worked for a couple of years after getting out of high school when I signed up. I wanted to go overseas and fight in the war but twice my embarkation was cancelled. I was very disappointed at not getting the chance to help by going overseas," recalls Jim.

"It was very different in those days compared to now but when it was finally over in 1945, there was a lot of happiness. I was in Windsor, Ontario when we heard the war was over and there was dancing in the streets that day."

Jim has served for a different cause, ie. his fellow Unit members, on the Vernon Unit's executive for nine years. He was elected to the Chairperson, Trustee and Shop Steward positions before stepping down from Union office two months ago.

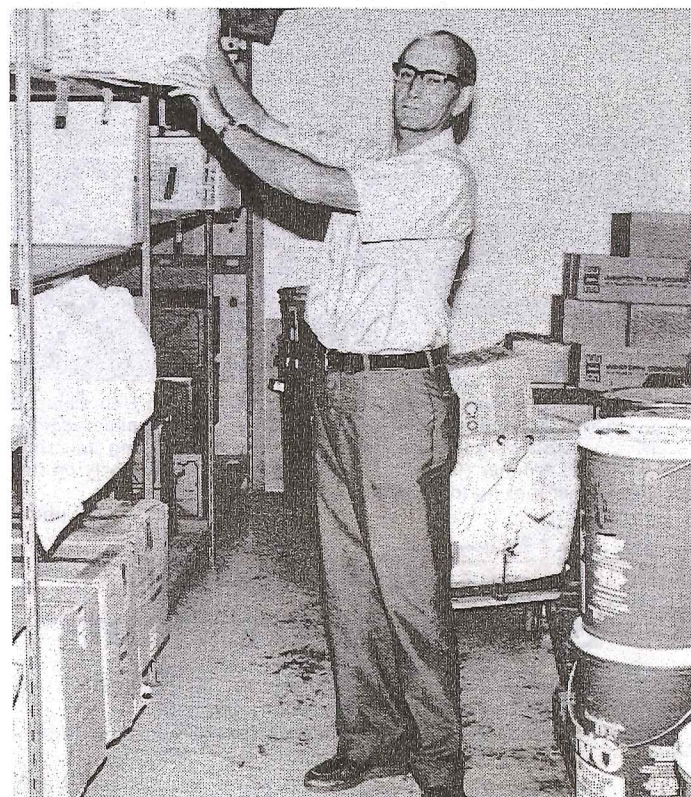
Present Unit Chairperson Hank Verkerk, who works with Richardson in the stores department, has nothing but praise for him.

"Because I work with Jim, I know first-hand what a good worker he is. He is very reliable and knows what he is doing on the job. As a member of the Unit executive, Jim was always very dedicated to the members," Verkerk told The Guardian during the wage policy conference.

Richardson himself is pleased with the way Verkerk is handling his old job.

"It's a very demanding position for the obvious reasons and Hank is doing quite well as Chairperson of the Unit."

Jim and his wife Dorothy live in Vernon with their 15-year-old daughter Renee.



Vernon Unit member Jim Richardson makes sure supplies arrive at the hospital and are shipped to their proper destination. Jim works as a stores assistant at Vernon Jubilee Hospital.

LETTERS

Story Substantiates HEU Position

The Editor
Abbotsford, Sumas &
Matsqui news
Abbotsford, B.C.

Dear Sir or Madam:

In a recent article with the heading "Just How Caring is Long-Term Care", I find that the investigation of your reporter at the two Matsqui/Abbotsford area long-term care facilities substantiates the points made by the Hospital Employees' Union in its report "Long-Term Care in British Columbia: The Union Members' Perspective".

Your reporter interpreted her extra half hour wait as an indication of heavy workload. HEU made the very same point.

Your reporter noted that most residents sat silently, slept, or stared into space. HEU recommended that activities be made available for all and geared to their particular level of capacity.

Your reporter said that staff were warm and respectful towards the residents. Those are the feelings that caused the long-term care workers to support HEU in its study which made recommendations to the Provincial Government to improve the conditions in long-term care.

Your reporter found that fire drills were regular in one facility and not the other. Our study estimates that fire safety measures were inadequate in about only half of the facilities studied.

Your reporter said that medication was not used for sedation. Our study pointed out that this is one area where there have, indeed, been important improvements over the years.

The members of the Hospital Employees' Union want to be able to meet not only the physical needs of long-term care residents but also their human needs. This cannot happen if facilities are understaffed, activities are geared only to the alert and fire precautions are inadequate.

After our Union's lengthy study, we made recommendations to the Minister of Health on how to correct these and other problems. Our recommendations, as has been reported, were supported by a Provincial Government Task Force on Long-Term Care which had its findings made known after HEU issued its report.

HEU is serious about wanting to improve the quality of health care for all British Columbians. We have met with the Deputy Minister for Long-Term Care to personally urge the government to implement our recommendations.

If the Provincial Ministry of Health refuses to improve the quality of long-term care and refuses to enforce its own standards on health care and fire safety, the Hospital Employees' Union is determined to do it for them by negotiating "patient security" provisions in our next master agreement.

Thank you.

J. D. Gerow
HEU Secretary-Business
Manager

[Editor's Note: The letter above was written in response to a story that was printed in the Abbotsford, Sumas and Matsqui News.]

HEU Questionnaire To Be Distributed

HEU is distributing a questionnaire to all Units to gather information on work-related injuries to back up its master agreement demand on occupational health and safety.

Initial investigation by the Union has uncovered a high incidence of injuries that occur with regularity at hospitals and long-term care facilities.

According to Workers' Compensation Board statistics, there were over 2,000 injuries suffered by HEU members on the job in 1980. This means that about one in every 10 HEU member was injured during 1980 while at work.

The Provincial Executive

has concluded this frequency of injury is totally unacceptable and as a result has prepared a questionnaire to compile a more comprehensive report on the amount and types of injuries that occur at hospitals and long-term care facilities.

For example, Gwen Parrish, Senior Trustee on the Provincial Executive, suffered a wrist injury in 1980 that has kept her off work for about one year.

"It happened when a stretcher shot out in front of me from around a corner in the main tunnel at Vancouver General Hospital. I stepped back to avoid it and ended up striking a parked towmobile," says Parrish.

Parrish's injury turned out to be a fracture that initially was diagnosed as a bruise. She has now enrolled at a pain and stress centre in Vancouver to rehabilitate the wrist and hopefully return to work soon.

A random poll of other Provincial Executive members revealed many other injuries.

Okanagan Regional Vice-President Bob Shortland twisted his knee when he slipped on a wet floor. Fraser Valley Regional Vice-President Alice Jones has sprained her neck and once also injured her back while lifting a 360-pound patient.

Kootenays Regional Vice-President Margaret McMahon bruised her tailbone when she slipped on a wet floor. Susan Bunn, 4th Vice-President, separated her shoulder while trying to restrain a violent patient at a long-term care facility.

The information provided by members in the questionnaires is strictly confidential and will not be given to any employer under any circumstances.

Nuclear Industry Should Pay

HEU has written to the provincial and federal governments asking that the nuclear industry be required to pay 60 per cent of a comprehensive study on the effects of low-level radiation.

As well, the Union urged for the establishment of a central computer bank and the monitoring of all employees in the employ of the nuclear industry.

"It is of great concern to our members that some brothers and sisters, uranium workers at Elliot Lake for example, have already suffered and died because employers in the nuclear industry scoffed at the hazards of prolonged exposure to small amounts of radioactivity," said Union Secretary-Business Manager Jack Gerow in the letter.

The Hospital Guardian, October, 1981/Page 12

Management Confrontation Is "Outmoded Strategy"

After reading the Guardian of July/Aug. 1981 and many prior issues, it becomes painfully obvious to me, that papers such as yours are at least partially responsible for the sorry state of the Canadian economy and the labour unrest which plagues this country from coast to coast.

Granted, as a union paper, the Guardian has a right — indeed a duty — to be pro-labour, but who said that being pro-labour must necessarily mean being anti-management? Why the siege mentality? Why confrontation at any price and at every opportunity?

Cropping pictures to suit your editorial policy is one thing — omitting names of people shown in full face is something else — poor journalism, in my opinion!

It might interest you to know, that most of us union members work closely with "management types" every day, and but for a very few exceptions, I think it is fair to say that they are all real people. People like you and me, with everyday real problems just like ours. People who

are doing their job the best way they know how under conditions often far from ideal, doing exactly what we would expect from a good union member...

Why not acknowledge each other on these terms? Give credit where credit is due and let it be known that we are proud of a positive relationship with management.

Let us ban the confrontation tactics to the dark ages where they came from and where they belong. Let us start a new era of co-operation based on mutual respect and understanding of each other's needs. Let us not undo all the good things the labour movement has achieved over the years by clinging to outmoded strategy and tired rhetoric. It may be late, but let's hope it's not too late.

A. J. (Albert) Sonntag
Vernon Unit

[Editor's Note: Brother Sonntag's letter concerns a photograph delivered to The Guardian from the Vernon Unit that was printed in the July/August Guardian. The photograph's outline did not identify the management person shown with the HEU member.]