To protect residents

"Patient Security" Article Needed

Delegates to HEU's Eight Provincal Wage Policy Confer-
ence passed an emergency resolution that the Master
Agreement be amended to include a "patient security"
article with several components to improve living condi-
tions for residents in long-term care facilities.

The components to the pro-
posed article would include:
—monthly fire drills and good
fire safety training for all staff;
—staff - to - patient ratios
which are high enough to guar-
antee quality maintenance or
rehabilitative care for all
patients;
—full compliance with all
government regulations on
quality of care;
—worker representatives,
selected by the Unit, to accom-
pany all government or accredi-
tation inspectors;
—good orientation and regu-
lar 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 Garow said the
delegates passed the emer-
gency resolution at the confer-
ence because of the need to
provide quality care to resi-
dents 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 mem-
bers are prepared to stand up
for the rights of patients even
if the government won’t,” said
Garow.

Garow 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,
spite of very similar recommen-
dations by the minister’s own
staff and in spite of public sup-
port for the Union’s position.”

Success Of Conference
Helped By Committees

A wage policy conference cannot successfully take place with-
out the cooperation and work of many people. There were sev-
eral 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;
Gordon Meagher, VGH 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 Davey, VGH Unit; Andy Kozyniak, Prince
George Unit; Bob Shortland, Kelowna Unit; Nancy Carty, 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 Cavello, Cranbrook Unit;
Henry Gerberms, Merritt Unit; Mary Gobbilott, Surrey Unit; Kay
Hepworth, Terrace Unit; Carole Schutte, Chilliwack Unit;
Lesley Wolford, Duncan Unit.
The information committee was available throughout the confer-
ence to assist and advise delegates on matters relating to the
conference. The committee members were, as follows: Cliff
Welanir; Shaunnessey Unit; Clarke Gardiner, Lions Gate Unit; Mar-
garet McMahon, Cranbrook Unit.

Contract Demands

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 of 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
  37 1/2 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;
— creation of an additional Heritage Day as a statutory holiday in Christmas or New Year’s Day as a holiday;
— unlimited accumulation of sick leave credits;
— employer to pay for doctor’s certificates;
— No accumulation of accumulated special leave credits to be shown on pay
  cheques;
— 100 per cent cash pay-out of unused sick leave credits, upon
  termination and after 10 years service;
— maximum of five consecutive shifts;
— contact 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 34-hour period;
— five days leave of absence for compassionate leave;
— balance of accumulated special leave credits to be shown on pay
  cheques;
— 10 per cent of unused special leave credits to be paid upon
  retirement;
— non-disciplinary employer decision regarding leave of absence to be
  given within seven days;
— all legal fees to be paid if duties performed properly;
— workloads subject to grievance procedure;
— human rights protection to be included;
— provisions to improve patient security and care;
— under-severance allowance to the 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;
— retirement 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 dele-
tes and the program of service negotiations this month with
HLRA will be printed in upcoming Guardians.

Collective Bargaining
To Commence Oct. 15

HEU and HLRA have agreed to commence collective bar-
gaining 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, 1983.” said Union Secretary-
Business Manager Jack Garow.

More Conference Stories

More stories and photo-
graphs on the Provincial Wage
Policy Conference, including
the report of Secretary-Busi-
ness Manager Jack Garow,
appear inside on pages 3, 4,
5, 6 and 7.
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 unwavering support and encouragement.
179 delegates in attendance

The Eighth Provincial Wage Policy Conference

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

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

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

Pendersea 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 Bella, Mount St. Joseph; Joyce McClyrne, BSA; Irene Chong, BSA; Irene Braham, Memo.

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

Conference delegates (from left) Emil Shinkwin, Lois Godfrey, Elizabeth Marshall and Chris Polask. Lois and Emil 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.

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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.

M.S.A. — Irene Chanly, M.S.A.
Mennonite — Irene Graham, Mennonite Armstrong
Margaret Borowska
Ashcroft — Ruth Balaski
Burnaby — Robin Bastow
Caledonia — Ernest Shatika
Sharon Wilkford
Fellburn — Maria Christensen
Burns Lake — John Crabbe
Campbell River — Ethel Ashcroft
Heidi McLaren
Caelgar — Gwen Krueger
Chemainus — Brenda Donnelly
Chetwynd — Genora Hillton
Chilliwack — Bill MacDonald
Carole Shuttles
Clearwater — Lois Ann Sonnesen
Courtney — Susan Bunn
Cranbrook — Josephine Cavell
Barbara Hunt
Creston — Stella Griffith
Cumberword — Mildred Geirmann
Dawson Creek — Maria Costagana
Otilie Steins
Desta — Irene Dale
Kathy Robbie
Tilbury — Ben Milendus
Duncan — Rena Johnson
Lesley Woford
Enderby — Bob Hart
Fernie — Mary Koran
Fort Nelson — Doreen MacDonald
Fort St. James — Sue Aytot
Fort St. John — Alberta Dorval
Golden — Mary Spoons
Grand Forks — Yvonne Taylor
Hope — Sandra Apted
Invermere — Judith Pocha
Overtander — Norven White
Ponderosa — Frances Nielsen
Robert Tindall
Kamloops — Andy Leedwood
Kelowna — Helen Burnell
Douglas Enna
Bob Shortland
Kimberley — Janice Broadhurst
Killar — Michael Brandt
Jane Cummings
Ladysmith — Joan Murs
Langley — Eileen Anderson
Bruce McKay
Lillooet — Olive Priddy
Maple Ridge — Alice Jones
Mary Vogel

Merrill — Henny Geertema
Mission — Elizabeth Marshall
Christine Polak
Nakusp — Laura Thompson
Namnale — Shannon Flitchney
Eileen Hennessey
David Tague
Grace — Tena Pendlebury
Blair Thomas
Holy Family — Joan Blair
Patricia Cotter
Louis Brier
Soccerroo de Guzman
Mount St. Joseph — Tony Bello
Bosco Maltese
Red Cross — Len Litchus
St. Paul’s — Gail Dadoo
Bobb Standell
Peter Stokes
St. Vincent’s — Mary Hyde
Patricia Wall
Arbutus — Mary Williams
Shaughnessy — Mary Allken
Leslie Hannah
Jim Wall
Sunny Hill — Isabel Anderson
Vancouver General — Allen Browne
Bob Davies
John Fraw
George Mapache
Gwen Parrish
Larry Richard
Vernon — Steve Pauluk
Nank Verbet
Ahrenden — Jean Evremond
Capital Region — Barbara Bates
Glengarry — Jim Bates
Shirley Doyle
Gary Garden
Douglas Morrice
Cathleen Womrad
Mount St. Mary — Sue Hay
Ethel Meyer
Mount Tolmie — Merilyn Mus-Rath
Priori — Joan Harvey
Doreen Young
Queen Alexandra — Nicholas Fai
Royal Jubilee — Jim Amos
Nancy Cardy
Colin Chalmers
Phyllis Chisholm
Victoria General — Sandra Friel
Vicln Kirk
Dona Lowe
White Rock — Jack Berry
Doris Holloway
Williams Lake — Kathy Babcock
Debra Ewart
Cariboo Lodge — Linda Connely
Kootenay Lake — Amalia Fukala
Marion Quirk
Mt. St. Francis — Audrey Phillips
Queen’s Park — Phil MacLeod
Lyla O’Reacht

Royal Columbian — Wally Gollub
William Hasselar
Ann Wilkins
St. Mary’s — Lynn Helmsdale
Susan Kulea
Lions Gate — Neil Anderson
Gordon McKnight
Kristina Vandezoot
t
Elmer Bass
Ted Maysen
100 Mile House — Catherine Ghadey
Peninsula — Dennis Jeffery
Jeff Pickford
Port Alberni — Lorna Fortweb
Wendy Girbav
Port Alice — Kathy Lundin
Pouce Coupe — Dianna D.Protten
Powell River — Ollie Devadu
Norm Dylle
Powell River — Anna Johnston
John Johnston
Prince George — Eldon Hansen
Andy Koziy
Jocelyn Vilets
Prince Rupert — Acropolis
Manor — Debbie Thompson
Prince Rupert — Mary LaPlante
Princeton — Debby Jago
Queenel — Mabel Antonick
Lynn Hodgkinson
Revelstoke — Una McNiven
Richmond
Betty Laing
Rose Malcolm
Roseland — Merilyn McKerracher
Saanich — Jan Ashmore
Charles MacMillan
Salmon Arm — Frank Hale
Seslett — Phyllis Headden
Smithers — Traudl Portch
Sparwood — Mary Stenson
Squamish — Lynn Staton
Summitland — Margaret Grohs
Surry — Julia Amend
Mary Goiblot
Tahsis — Myna Wilson
Terrace — Kay Hoppeswhite
Betty Mistalf
Tofino — Margaret Stoman
Trail — Columbia View Lodge — Kim Santucci
Trail
Gun Goldade
Sid Desireau
Arthritis Society — Linda Gubernits
Cancer Control — Joan Morin
Lia Travis
Children’s — Helen Harrington
Margaret Loughhead
Degwood Lodges — Eileen Savoy
Cheryl Young
G.F. Strong
Lois Godfrey
Eid Shaddick

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

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

Jan Ashmore was one of two representatives for Baasich Unit members in Vernon. Jan is Secretary-Treasurer of the Vancouver Island Unit.
Strike may be necessary

Gerow Report To Conference

The following is a summary of HRU Secretary-Worker Manager Jack Gerow’s report to the HRU Secretary-Worker Manager at the Eighth Provincial Wage Policy Conference in Vomcon, October 1 and 2.

There are restrictions of the wage and arbitration procedures that have been created and restricted the efforts of the Hospital Employers’ Union to not only settle collective agreements, but also 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’ of the local council, legal leave; hours of work and no Contract of Employment.

In our upcoming round of Master Agreement negotiations, if these restrictions continue to be upgraded by a Health and Welfare Association who won’t agree to co-op, vote pay for work of equal value, and who won’t agree to provide a level of income that will enable our workers to live a decent life and transportation are running with a higher price at the hands of inexpensive federal and provincial governments, then I expect the members of HRU to say:

“No Classification System — no work — no pay equal pay — no work.

No substantial wage increase — no work.

These expressions should not be seen as an indicator of a Union membership which would rather strike than negotiate. Just look at the incredible patience and reliability of the members of HRU who have exhibited for years in face of repeated attempts of the employer to reduce their wage base from as many non-classified employees as possible.

Instead, these provoked expressions of self-worth and self-interest by HRU members will be the natural responses of unappreciated hard working women and men and the trade union that represents them. It will face a demand to strike or to live under austerity just like other working people throughout North America.

In addition to reality in the highest levels of inflation in 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. Thousands of air traffic controllers, public sector workers just like HRU members, and then wonder what could possibly cause these unexpected unprecedented rules that ramper the privileged employer class and public sector employees with Incomparable working class. Not satisfied with the damage he has inflicted on the controllers, President Reagan then proceeds to mutilate their union.

That labour relations gun-fight has only been welcomed to British Columbia with open arms by the CCF government that find cowardly in blaming the working person for this country’s deepening depression and using only the working person’s back to fight inflation.

At HRU, this attitude is not a stranger. Dispassionately, HRU will carry out the wishes of its masters; including the Ministry of Health, who is responsible for its policies and has pursued slashed health care costs even if this means the members of the Hospital Employers’ 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 that:

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

This means that is the chances of a hospital striks are increasing daily.

Whereas 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 these old and discover new self-serving arguments why hospital strikes are not acceptable. But they never suggest how health care workers can have any say in wages and benefits that are equal to the essential services they provide.

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

When the parties in a collective bargaining relationship have exhausted the free collective bargaining process without success, the only effective means of securing 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 Employers’ Union is not a strike-happy union. Sure, we had a hospital strike in 1976 that lasted twenty-two days for the Vancouver General Union and forty days for other units.

Yes, we had a battle with Warden’s 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, HRU 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, HRU 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 HRU’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 twice met with its membership in every corner of the province, saying that there is no possibility of ‘meaningful negotiations’ with the Hospital Employers’ Union because of their wage and benefit demands.

It is my view that HRU’s advanced billing of its upcoming negotiations with HRU, even before HRU has had its Wage Policy Conference, is designed for the single purpose of ultimately forcing HRU into a strike position in order that causing the Provincial Government to step in and impose a settlement at HRU 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 hospital employers.

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

HRU must bargain under this banner.

Not necessarily a strike, But a strike if necessary.

The LHRA will vigorously resist our demands. I do not expect the employer to be 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 friends in the LHRA to set aside the last week of November and the first two weeks of December in order that they may give to each of the union members a Provincial Bargaining Committee report and take any必要的 strike vote if necessary.

That kind of action and timing is essential if we are to know where we are going before the end of the year, whether we are to know whether or not the wages and benefits and the benefit increases will be applied in early 1983.

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 extensive agreement we need and, at the same time, it would take HRU off the hook.

We want to bargain hard — we want to force HRU 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, to give up the Union’s overwhelming strike mandate it called for by the Provincial Executive.

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

I must say this to the LHRA — and we know they are listening.

There is a groundswell of collective militancy and aggression growing within the ranks of the Hospital Employers’ 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 and prevent future ones.

If you don’t make such offers, you will soon hear from the members of the Hospital Employers’ 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 collective agreement.

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

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In recent conference delegates

Bargaining Committee Recommends

[Editor's Note: the following is a summary of the Bargaining Committee report submitted to the June 12, 1967 meeting of the Policy Conference on October 1 and 2 in Verona.]

Committee Report

The Provincial Bargaining Committee noted that meetings were held with the membership throughout the Spring and Summer, and that the membership continued to be receptive to the ideas presented by the Bargaining Committee. The Committee was pleased to see that the membership continued to be active and engaged in the bargaining process.

The Committee also noted that the membership was consistently committed to the goals and objectives of the bargaining process, and that the membership continued to be supportive of the Committee's work.

In addition, the Committee noted that the membership was actively involved in the bargaining process, and that the membership continued to be committed to the goals and objectives of the bargaining process.

Summary of Activities

1967-68 Agreement

The Master Agreement was reached by the Hoopoe Board and the Bargaining Committee, and ratified by the membership.

The agreement includes provisions for wage increases, cost-of-living adjustments, and other benefits for the membership. The agreement also includes a provision for the establishment of a Retirement Plan for eligible employees.

The agreement was ratified by a vote of 85% of the membership, and is effective for the period from September 1, 1967 to August 31, 1968.

In addition, the Committee noted that the membership was consistently engaged in the bargaining process, and that the membership continued to be committed to the goals and objectives of the bargaining process.

The Committee also noted that the membership was actively involved in the bargaining process, and that the membership continued to be committed to the goals and objectives of the bargaining process.

In conclusion, the Committee was pleased to see that the membership continued to be receptive to the ideas presented by the Bargaining Committee, and that the membership continued to be active and engaged in the bargaining process.
CUPE Leaders Seek 31 Per Cent Dues Hike

Members of the country’s largest union have 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 delegates 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 his Subaru, Ont., local wants a dues reduction.

Opponents, including such veterans as Sam Dobinson 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 point is to help 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 lasted more than $10 million.

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

Funding Cuts Affect Victoria Group Home

A Victoria group home housing mentally handicapped adults and operated by CUPE members has lost its jobs because of the cutbacks, says Capital Regional Unit Chairperson Barbara Bates.

“The residents at the home required a 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.

Crofton Manor Arbitration

HEU and Crofton Manor are in the midst of an arbitration toward 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 Versailles health care facility.

Willowhaven Unit

CUPE’s Willowhaven Unit contributed $200 to the Windermore Unit members during the strike at Windermere Central Park Lodge.

Continued from page 6

classifications designated in the settlement, and which comprise about 70% of the work force, agreed that they had not received the wage adjustments that were a part of the terms of settlement (over the terms of the agreement,Hughes et al., 1991) and Dietary Aides received $42.25 per 4% increase in the two years.

But comparability has not been the issue.

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 re-classified 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 legal action was settled.

Some of the resolutions submitted to the HEU indicated dissatisfaction with the nature of the wage settlements that informed part of the 1990-91 package.

When that settlement was reached in late January, 1980 it was anticipated that wage comparability with BCGEU would be a rough-and-ready 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 HRRA’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 wages were fully funded by August 1, 1980.

At the time the settlement was reached the parties had been in negotiations for three months and, in the absence of provincially established 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 are re-classified 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 rates relationships both within and across occupational groups.

Continued on page 8

COMO LAKE MOTHERS 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: payment of compensation, time and place of vacation periods, sick leave, pay out of unused sick leave credits, maternity leave, vacations, registered retirement savings plans, personnel and nursing positions.

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.

“Certainly happy that the contract is now finally settled. The contract has been languishing for a long time. We have had a good deal of success in getting a contract, and received acceptable compensatory. The award was $16,000, including $5,000 to $10,000 in overtime,” said Roberts.

“Surely happy we have not worked as much as others, but there were a lot of health problems. We were able to get through with the help of all the nurses.”

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

Concinni Bertoli (right) was presented a gift after a September Roseland meeting. Mr. Bertoli, who is president of the Provincial Union of Registered Nurses, was an HEU member at Mater Misericordiae Hospital in Rossland for 22 years before taking a job in Trail earlier this year.

Unit photo

The Hospital Guardian, October, 1961/Page 7
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 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 employee's employment is determined to be terminated, in any resolution following determination of employees' classified pay rate for pay recovery of the difference described above is complete, the employer may deduct from the employee's wages the date at the termination the balance owing, or in the alternative make such arrangement 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 rates (16 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 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 continued deliberations.

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

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<tr>
<th>(Jan. 1/80)</th>
<th>Aug. 1/80</th>
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<tr>
<td>Cook 0</td>
<td>$1,565</td>
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<td>Cook 1</td>
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<td>Cook 7</td>
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HEU and HLRA have not come to agreement as to the matching of these rates. A new benchmark in Dietary is 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.

Until '82 wage increase

A supplemental 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/HEU Master Agreement.

The supplemental award, handed down September 8, has delayed the Employer's entitlement to recover 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 Employer not be affected until the next general wage increase thus cushioning the impact of any downward classifications," said Gerow.

The award outlines 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 percent of the employer's minimum rate of $2.00 per hour during the mid-monthly pay rate, subject to a minimum of $20 per pay period. The Board also determined whether the affected employee's pay rate for the period prior to the July 1, 1982, general wage increase.

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

HEU then appealed the decision of the Peck Board before the Labour Relations Board. In April of this year the LRBC upheld the original decision of the Peck Arbitration Board. HEU argued that LRBC was in error and the appeal did not succeed. After the review process was exhausted, Board Chairman Ed Peck issued the supplemental 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 in 1978 by the HEU Delegates voted that HEU's proposal that recovery not be implemented until the next general wage increase.

Board In Deliberation

Retroactive Money
Granted By Award

An award has been granted by the LRBC to several HEU members for amounts not received prior to the June 1, 1980, general wage increase.

"We are pleased with the decision however over he added it was a long time for the affected members to wait," said Gerow.

"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 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 the category.

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

"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 "calvadise" parade in Gibsons," said Unit Chairperson Dorothy Goeppen.

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

Multinational Companies' Profits

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

Frazier Fraser Regional Vice-President Alice Jones, shown here at a recent Provincial Executive meeting in September, has suffered a neck and back injury from her work as a RN. In addition to all the problems, HEU will see an increase in the number of Fraser members remaining in the near future to gather data for ongoing Fraser 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 the 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 burden of proving upon us if and when establishing that it is no longer impractical to provide free parking on its property to those who work for the Union. We are members of the Union's bargaining unit," said Board Chairman Hugh Gerow.

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 voted in favour in September 18, voted to become members of HEU. The employ- ees were formerly members of the Canadian Union of Public Employees.

The employees are licensed practical nurses, a seamstress, two dietary staff, housekeeper 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 1963 to 1970. Howe- ever at HEU's Seventh Biennial convention in 1970, delegates unanimously decided to break its ties to the national union.

In their zeal to build an organization into municipal workers, they had to fail to recognize the needs and aspirations of health care workers who had contributed the members of their union in order to achieve the goals of the Guardian in 1970 issue.

An established self-service union that partaken at the merger convention which brought CUPE into being in 1964.

"If we guessed the hospital was too costly to run for the 125 employees left in town. We're not going to move for the time being however," said Owen.

"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 begin- ning and end of each shift because of the need to control the exits and entrances for parking of payment fees," added Gerow.

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

"All of the foregoing factors make it impossible on the condition that a suitable system of paid parking is implemented to generate revenue in order to offset the original capital expenditure," wrote Nilsson in an April 8 letter to the Chairman of the hospital's board of trustees.

Gerow said the Shaughnessy Hospital, union members, the Minister of Health all had a vested interest in 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 of Health was in the right where he had no business being, and the hospital took a less than courageous position by hiding behind the minister's muscles," Gerow said.

There are about 980 members at the Vancouver Hospital.

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

During the nearly six years that HEU had been a participat- ing employee at Prince Rupert Regional Hospital, the finan- cial contribution of the hospital members amounted to $581,500. With a per capita increase of 75 per cent was proposed in 1970, convention delegates felt HEU members would be paying too much for science, research, education and organizational capabilities that they already were handling without assistance from CUPE.

HEU Local 160 advanced the proposition in the belief that HEU members should make a deter- mined effort to provide a trade union home for all hospital workers. The prop- osals advanced were over-whelmingly endorsed at only CUPE conventions, however no structure was ever set up.

Two CUPE Locals Seeking Autonomy

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

CUPE Local 720 in Moncton and CUPE Local 813 in St. John saw their application September 20 accepted by the board. About 1,300 hospital workers in the two bargaining units.

Michael Harpeli talked to The Guardian in an exclusive inter- view about what he considers want to drop out of CUPE.

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

Harpeli said the base rate of $3.35 per hour in 1970 was $5.50 per hour. "We certainly hope to see that changed soon," he said.

Raspberry Lodge Unit Receives Retro Cheques

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Raspberry Lodge Unit Secretary-Treasurer Pauline Sunkataf 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 arbitra- tion 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," Sunkataf said.

The board based its decision on the principle that CUPE mem- bers the employee at Raspberry Lodge are doing substantially the same work as other HEU members in other parts of the province.

"The employees do substanti- ally the same work as persons employed in like facilities else- where 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 by persons employed in like facilities in other areas of the Province," she stated.

If we declined to make such an Award or vary the HEU Master- Agreement to reduce the wages or benefits for these employees, then we would have to subsidize this public health service. In a market which is not free but is wholly controlled by government regu- lation, it must be obvious that the public health service is a public burden, not to be borne by private business or individual employers."

The Guardian is published on March 13, 1979. The wage rates at Raspberry Lodge prior to the new agreements were as follows: 1970: $3.95; 1971: $4.05; 1972: $4.25; 1973: $4.35.

Harpeli said the new wage rates are more than 100 percent 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 settle- ment are:

- the HEU standard of weeks vacation after one year's service
- 11 statutory holidays per year

The Raspberry Lodge Unit is located in Prince Rupert in the Northwestern Territories.

The Guardian, October, 1981
Are visited by Guardian

Powell River, Sechelt And Olive Devaud Units

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

Debbie Brandtmane 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 Merfles 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 Telf (left) and Susan Dunn are housekeeping aides at Powell River General Hospital.

Pat Monton 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.

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HEU RETIREES

HEU Disappointed By Begin Response

HEU is not surprised by a recent response from Minister of National Health and Welfare, Rev. Dr. Joe 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 are worried that seniors and our oldest group of retirees are getting a lower government benefit," said HEU Secretary-Treasurer Jack Gerow. Our union has noted that it was a disgrace that some seniors had to cut below the poverty line and consequently the government to something about it," said Gerow.

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

Begin's reply to HEU in August stated that it could be 'some time' before the Guaranteed Income Supplement income rise for seniors would be raised, but, given the current economic climate, it may be some time before the money becomes available for even this necessary improvement," stated the Begin letter.

Development Threatens White Lake

HEU is concerned about the approval of the St. Andrews-On-The-Lake Golf Course, development in the Penticton area and the effect such development would have on the world-famous White Lake Dominion Radio Observatory.

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

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 committee.

"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."

Ode To Terry Fox By Trail's Leda Creggan

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

Leda had a good understanding of Terry's spirit and his message in the poem she wrote about him.

"My daughter had some stories about him sitting around his house so I just sat down and thought about them and then after the funeral I sat down and wrote a poem together," said Creggan.

"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," said Leda.

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

Ode To Terry Fox

By Leda Creggan, Trail Unit

Terry Fox was a very brave young man When he began his walk on our Canadian land He showed the world what we are capable of 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 streaked, curly haired young man, with only one leg and an artificial limb Skidded 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 Drawing 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 tendonility, he kept going on from day to day Touching and amazing people, who cheered him on the way. The strength Terry had to keep going is more than anyone of us can ever know.

He arrived in Thunder Bay, Ontario, and was unable to go on. Cried 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.

Durand Manor Agreement

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

"We are happy to be members of the Hospital Employers' 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 Walcot, Vice-Chairperson; Lee Keefe, Secretary-Treasurer; Linda Ferguson, Trustee; Kathy Andrews, 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 Janice and she has a good reason to be.

"And, 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 sunshiny girl who is very competitive, despite her handicap," said Toews. Ruth Toews was interviewed by the Guardian in a September interview.

"Japabori competed in swimming, track and field events at the B.C. Summer Games. She is also a good figure skater and is now busy working on her weight program. "She is going to compete in an international tournament in Germany in November. The amazing part of the figure skating is that she cannot see the lines on the ice. She does them by instinct," stated Toews.

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

The Hospital Guardian, October, 1981/Page 14

To seniors' pension hike

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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 from the very first day.

Richardson recently fulfilled an HEU oath at the hospital for 14 years, having worked two years in the hospital’s housekeeping department prior to his new role.

“We deal with shipping and receiving goods in the stores department. Everything from electrical machinery and household items 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 travelled throughout the Okanagan hospital.

“Originally from Fort Arthur, Ontario, Jim is one of the lucky Canadians to have seen Canada from coast to coast,” says Jeanette.