It had been a long tug-of-war. But when the muscles of resistance went slack at both ends of the rope the hospital industry and its major body of employees found themselves with some positive answers to a variety of key questions.

"There is a great deal of promise in the settlement because it has solved a number of major issues," said J. D. Gerow after the vast majority of the 20,000 workers involved had ratified the proposed master agreement.

Gerow, Secretary-Business Manager of the Hospital Employees’ Union, was referring to the solutions that had been found for job evaluation, wage openers and comparability.

It had all come about after a final meeting January 28 of HEU and Health Labour Relations Association negotiators with mediator E. R. Peck.

Almost all matters had been negotiated. Peck offered recommendations on how to settle the few remaining issues. Both parties agreed.

As a result, the union’s Provincial Bargaining Committee decided to recommend agreement to the Provincial Executive and the membership. This was quickly endorsed by the Provincial Executive and ratification meetings were held from Feb. 4 to Feb. 21. The final vote count Feb. 22 showed strong support for the package.

It is a settlement that both HEU and HLRA agreed to extend for a year to cover 1981. It deals with the 1979 and 1980 wage openers and the question of comparability with other wages in the industry. In addition, it replaces the original job evaluation program scheme with a classification system.

Gerow noted that about 70 per cent of the membership have already been classified, as compared to the 100 per cent unclassified situation that existed when the union made its bid in 1974 for a job evaluation program.

Now that we’ve negotiated job evaluation out and a classification system in, we’re 70 per cent better off," he said.

"And even the 30 per cent who don’t know precisely what the result will be in terms of maximum wage adjustments, do have the assurance at this time that they will initially be getting increases of 9.5 per cent, 4 per cent and 4 per cent."

Highlights of what is new about this agreement are detailed on inside pages of this issue.
Opinion Page

Lacking Principle

The time has come to talk about two of the five Ws.
Who is a trade union? Why is a trade union? They are questions that should be answered now because some people tend to forget what we are all about. Unfortunately, they are people within our own ranks. The results can be unpleasant, as was the case at a recent Trouble Shooter hearing dealing with a job termination at Prince George Regional Hospital.

Two members of the Prince George Unit gave evidence against the victim of the termination. It was not solicited evidence. It was freely volunteered. It was also without support.

In the end, there was no hope of returning the person to the job. The hospital remained firm in its position.

To those who adhere to the principles of trade unionism, this was indeed a tragedy — a small tragedy perhaps, if one is dealing in numbers and general impact — but a tragedy nevertheless. There is certainly no intention here to downgrade the importance or legitimacy of the Trouble Shooter concept. It is something that is continuing to serve the union and the industry well. Experience and wisdom on the part of the Trouble Shouter have done much to solve the day-to-day problems that are bound to occur.

The fault is one of human behavior. More importantly, in this case, it is one of union member stepping forward without invitation and harming another union member — of forgetting that we are basically sided together to help, not hinder, to uphold, not trample, to show concern, not contempt — of forgetting that compassion and service on an individual basis contributed to our common good.

That is basically the WHO and WHY of trade unionism.

The Prince George experience was a contradiction of this. One has only to turn to Page 32 of the Hospital Employees' Union Constitution and By-laws (Revised 1978) for proof of this argument. It should be familiar, because it is the Oath of Obligation taken by all applicants for membership in the union. Remember the last part of the last sentence in that oath?

"...charitable in my judgment of my fellow members, and never from selfish motives wrong a brother or sister or see him or her wronged if in my power to prevent it."

There are sound reasons for having such an oath. One of them dates back to the time when man first began employing other men — the divide and conquer tactic. It is still with us today. Our pledge not to wrong one another is one of the best defences against it.

It is not just part of an oath, of course, but an important trade union principle. If we fail to follow the principle we have problems. Sad problems like that in Prince George.

"...if in my power to prevent it."

In many cases it is in the power of one union member to see that another isn't wronged. Unfortunately, it is also in his or her power to see that the fellow member is wronged.

It is a harsh truth that the negative part of that power is sometimes acted upon. It must be countered with another harsh truth — discipline within a union.

We have it now. It is built into our constitution. But, in light of what has happened, it obviously isn't tough enough.

At our convention in June we should consider strengthening the penalty provisions within the constitution. Then, and only then, will we have a more likely deterrent for those who will not be guided by conscience.

Trumpet sounds for vital defence of Medicare

The latest in the current series of federal election campaigns provided much more publicity for one-liner political jokes than it did for one of Canada's most pressing problems.

Yet, the erosion of the medicare program is not going unnoticed; nor is it being left undefended.

There is a groundswell movement underway across the country to protect a program that various groups say has been given low priority by both the Conservative and Liberal parties.

Representatives of labour, church, community and student groups emerged from a special conference in Ottawa with a plan of action they hope will save medicare before it has slipped past the point of no return.

Organized by the Canadian Labour Congress and sponsored by such national organizations as the Canadian Council of Social Development, National Pensioners and Senior Citizens Federation and the National Action Committee on the Status of Women, the SOCS Medicare Conference called for a new approach to medicare fixes.

The groups are united on a nationwide scale to co-ordinate the various approaches of their defence plan. The main thrust involves the lobbying of both federal and provincial politicians.

Delegates to the conference were told medicare was one of the prime social improvements in Canadian history and that something had to be done immediately about the erosion that is threatening its eventual death. They were told the trouble began in 1977 when the federal Liberal government of the day moved away from its 50-50 cost-sharing arrangement with the provinces and replaced it with a less appealing formula. Since then, some provinces have seen doctors opting out of the program. Additional billing has also entered the picture.

The more than 150 delegates were given a word-picture of what life was like before medicare — how people went hopelessly into debt to pay doctors' bills and hospital costs, how they were humiliated and made to feel like charity cases.

Like the Hospital Employees' Union (with its particular interest in the delivery of health care services), groups that attended the conference shared the philosophy that no one should be penalized for being sick — that proper health care should be readily available to everyone and not just those who can afford it.

A report from the conference said one group was complicit in its absence — the Canadian Medical Association. The CMA had been invited to provide a speaker.

Hear about the guy who was admitted to the internist ward when he told them he was in labour!

Before he could explain he was a union leader, they rushed him onto the table and delivered him of a healthy sight sound stack of contract proposals.

Hey, look — here we are

For those who may have had trouble reaching us, don't give up. We aren't in hiding. We've moved.

In case you'd forgotten this was in the offing, file the following form in your file.

HEU PROVINCIAL OFFICE
2236 West 12th Avenue
Vancouver V6K 2N5
PHONE . . .
734-3431
A lesson learned at his father's knee

For the average person, interest in the trade union movement is something that doesn't blossom until some time after he or she has become a member of a union. But there are exceptions. Like Gordon MacPherson, "It's been part of my life ever since I was a kid, listening to my father's talk." He says he's always had a feel for the trade union philosophy and it's always been his hobby, too — that the worker has always had to fight for justice. "One of the few ways the worker has of achieving justice is through his or her trade union." Having said that, he concludes there's always a need to improve the standards of unionism. At 45, he's been around long enough to know that nothing is without flaws. "Certainly, I can see faults with the trade union movement. But I can see also that a lot of the faults would exist without a trade union movement." MacPherson's role as a union member dates back to his late teens when he took his first job in Victoria. It was in the laundry and drycleaning business and preceded his entry into the hospital field by five years. Born in New Westminster (in Royal Columbian Hospital), where HEU put down some of its early roots, MacPherson moved with his family to Victoria when he was 14. It's been his home ever since. In another sense, the same hospital has been his working home since he entered the health care sector 26 years ago — a hospital that has moved through name changes from St. Joseph's to Queen Victoria (briefly) and finally to Victoria General. A monguah attendant in the beginning, MacPherson even- tually moved into the somewhat exclusive club of the Diener.

The Diener (MacPherson) believes there are only three things he can do: talk to the patholo- gist with autopsies. He (or she) will see the body, then make recommendations to the hospital medical staff. From 1967 until HEU was certified at his hospital, MacPherson was an officer with the St. Joseph's hospital Employees Association. It was a body he refers to today as nothing more than "a company union." Since the changeover, he has held every elected position his HEU union has to offer. He was secretary-treasurer for five years, chairman for five years, and today is a trustee. At the provincial level, he has moved from Trustee to Senior Trustee, has been vice-president and regional vice-president, and has served on the Pro- vincial Executive about 12 years.

His philosophy today is that unionism can't stand still — that it has to move, and that this means change. The change he needs (or hopes for) is a con- scious shift toward a form of internal democracy. "I think our union has got to be more involved in the ground work of hospitals," he says. "We've got to get more members onto the hospital boards."

"As a union, we haven't served in various offices with the Victoria Labour Council when HEU was still affiliated with the council, he sees a need for the entire trade union movement to broaden its outlook.

"We have got to share some of the responsibilities of society around us," he says. "We've got to be less paroch- ial as trade unionists — we've got to look at the broader prob- lems, not just our own."

Union Seminars

Beyond the 3Rs, Some Modern Techniques

The union has moved into the second phase of a thorough- going education program that is expected to provide training for more than 200 union stewards and shop stewards by mid-April.

"What we are really doing is training the people to be leaders in their organization — to advocate and counselors," explains Ray McCready, HEU's Director of Membership Services.

It is an ambitious and sophis- ticated undertaking that moves away from the old-fashioned chalkboard lectures and into today's world of communica- tions devices, analysis and role- playing techniques.

In January, it was a tough "teaching the teachers" routine as 160 representatives were prepared for the job of handling education seminars for the other 5,000 across the province — starting in Victoria Feb. 14 and 15 and winding up in the north from April 14 to 18.

There were two seminars for the staff reps in January, then expanding their knowledge on the best techniques for teach- ing, and the other putting them on the firing line as facilitators and role-players. The first three-day session included a lecture by Ed Keller, co-ordinator of the Labour Studies Program at Capilano College.

There were three steps to the second session — the leading of small groups, the exploration of role playing as a training technique, and the use of audiotapes, slides and other comme- nication hardware. Not only did the reps have to give 10-minute lectures, but they had to watch their perfor- mances afterward on closed circuits and give an analysis by their peers to determine if they had needed the help, or set for them in teaching.

"It's a demanding course for people who spend a great deal of time speaking," explains McCready. There was also personal involvement planned for the membership seminars with classes of up to 25 beginners exploring the roles of the shop steward and unit officer.

"We are going on the basis of what people hear, they forget," McCready says. "They see, they remember for a while, and what they do, they remember forever.

A lot of work has gone into a special training manual which contains speakers notes on a wide variety of subjects including different pitches that can be used for presentations ranging from 20 minutes to two hours when the occasion requires — full-day sessions. The presentations deal with the subjects and shop stewards and unit officers.

They include such areas as career development, the history of the hours of work, the philo-

Long-term conference proved success

Those comparative new- comers (employees of local term care facilities) appear to have benefited by the special two-day educational confer- ence HEU held for them in December. These excerpts from their letters seem to tell the story:

"I would like to take this opportunity to tell you (Secre- tary Business Manager) that I am happy with the conference. I enjoyed the speakers and the make up of the conference. I visited the well and friendly and educational the conference was. I, for one, would like to see this again for longer term care and private hospitals. My feeling is it keeps the quality and loyalty to gether, especially in the field where we sometimes seem to feel left out of the mainstream of the Master Agreement, etc." — Sister Carol Sanders, Kiwanis Unit.

"It was very informative. I can't thank you enough for the information we were given. I understand so much more of the workings of the union now. There is so much more I'd like to know and hope to learn still can. I would like to thank Secretary-Treasurer that I possibly can be. — Dora Wilcoos, Rose Manor Unit.

"I thought the union conference was very helpful and more understandable for the new members." — Dolores Anderson, Th ruep Manor.

HEU convention

May be biggest

As the pieces begin to fall into place for HEU's June Biennial Convention, there is an indica- tion it could be one of the large- est held by an individual union in B.C.

A projected turnout of 350 delegates for the conven- tion, which has been scheduled for the Richmond Inn in Rich- mond June 15-18. Unions meet- ing on a provincial basis seldom approach that kind of turnout.

Those doing the necessary groundwork have the unity to get to work now on preparation of their resolutions.
GENERAL WAGE INCREASES

A general wage increase of 9.5 per cent shall be effective Jan. 1, 1980.
A general increase of 8 per cent is to be effective Aug. 1, 1980.
Another general increase of 8 per cent shall take effect Aug. 1, 1981.
Classification and wage rate adjustments determined under the Addendum — Classification System — shall be effective Jan. 1, 1980.
In order to mitigate the effects of red-circling, employees whose pay rates are red-circled by the implementation of the Broad Banding Classification System and whose entitlement to general wage increases Aug. 1, 1980 and Aug. 1, 1981 are consequently reduced or eliminated, shall receive at a minimum a general wage increase of 4 per cent effective each of those dates.
Notwithstanding the provisions for the Aug. 1, 1980 increases, the following wage rates shall be effective on that date:

<table>
<thead>
<tr>
<th>Position</th>
<th>Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housekeeping Aide</td>
<td>$1,296</td>
</tr>
<tr>
<td>Cleaner</td>
<td>$1,389</td>
</tr>
<tr>
<td>Dietary Aide</td>
<td>$1,390</td>
</tr>
<tr>
<td>Nursing Service Aide</td>
<td>$1,390</td>
</tr>
<tr>
<td>12 M $1,277</td>
<td></td>
</tr>
<tr>
<td>24 M $1,328</td>
<td></td>
</tr>
<tr>
<td>36 M $1,362</td>
<td></td>
</tr>
<tr>
<td>48 M $1,404</td>
<td></td>
</tr>
<tr>
<td>Practical Nurse</td>
<td>$1,362</td>
</tr>
<tr>
<td>Orderly</td>
<td>$1,362</td>
</tr>
<tr>
<td>12 M $1,384</td>
<td></td>
</tr>
<tr>
<td>24 M $1,430</td>
<td></td>
</tr>
<tr>
<td>36 M $1,467</td>
<td></td>
</tr>
<tr>
<td>48 M $1,509</td>
<td></td>
</tr>
<tr>
<td>Laundry Worker 1</td>
<td>$1,308</td>
</tr>
</tbody>
</table>

REMOVAL OF '79 REOPENER CLAUSE

In lieu of other monetary considerations, the 1979 wage reopener clause disappears in the new collective agreement.
Deleted is clause (a) from Article XVIII, which allowed for negotiation and arbitration, if necessary, for additional compensation in the event that the Vancouver Cost-of-Living Index showed an increase of more than 7 per cent for 1978. Such an increase was not a guarantee of additional wages, but simply provided the basis for negotiations and arbitration.

RETOACTIVITY

Wage increases retroactive to Jan. 1, 1980.
Those who have severed employment between Jan. 1 and signing date get full retroactivity to Jan. 1. The employer is to notify all such employees once in writing (at last known address) that such retroactivity is payable upon written application.

ISOLATION ALLOWANCE

Effective Jan. 1, 1980, isolation allowance of $40 per month — or the hourly equivalent — be added to pay rates of those covered.
This increases to $50 per month April 1, 1980, and $55 per month Jan. 1, 1981.
Arrow Lakes Hospital has been added to the list of hospitals covered by isolation pay.
### CLASSIFICATION

The following provisions will be deleted from the agreement:
1. Article XII — Job evaluation.
2. Addendum — Pay rate adjustment requests.
3. Addendum — Standardization and pay rate adjustment requests.

If negotiations fail to produce an acceptable broadbanding classification system replacing the job evaluation program by May 31, 1980, the Puck-Fradley-Gawen arbitration board will make binding determination consistent with the principles expressed under the H. A. Hope Award of July 28, 1978.

Classification and wage rate adjustments determined under this addendum are to be retroactive to Jan. 1, 1980. The classification system will be responsible for setting any claims that any employee is no longer properly classified or paid.

Because of the deletion of job evaluation, standardization and pay rate adjustment requests, all regular full-time employees on staff Jan. 1, 1980, are to be paid a retroactive lump sum wage adjustment of:
- $50 per month for each month of service (or proportionate amount) in the period Jan. 1, 1979 to Dec. 31, 1979.
- $25.50 per month for each month of service (or proportionate amount) in the period Jan. 1, 1975 to Dec. 31, 1979.

Regular part-time employees to be paid on a proportionate basis.

Payment to be made by separate cheque within two months of the signing of the agreement.

### EVALUATION REPORTS

Where a formal evaluation of an employee's performance is carried out, the employee shall be given sufficient opportunity to read and review the evaluation.

Provisions shall be made on the evaluation form for an employee to sign it. The form shall make room for the employee's signature in two places, one indicating the employee disagrees. The employee is to sign in one of the two places provided.

No employee may initiate a grievance regarding the contents of an evaluation report unless the signature indicates disagreement with the evaluation.

The employee shall receive a copy of the evaluation report at the time of signing. The report shall not be changed after the employee has signed it without the knowledge of the employee, and any such changes shall be subject to the Grievance Procedure.

### WORK FORCE CUTS

The employer shall give regular employees with less than 2 years' seniority 90 calendar days' notice of lay-off or normal pay for that period in lieu of notice.

The employer shall give regular employees with 2 or more years' seniority, but less than 3 years, 60 days' notice of lay-off, or normal pay for that period in lieu of notice.

The employer shall give regular employees with 3 or more years' seniority, but less than 4 years, 30 days' notice of lay-off, or normal pay for that period in lieu of notice.

The employer shall give regular employees with 4 or more years' seniority, but less than 5 years, 15 days' notice of lay-off, or normal pay for that period in lieu of notice.

The employer shall give regular employees with 5 or more years' seniority 60 days' notice of lay-off, or normal pay for that period in lieu of notice.

### PERSONNEL FILE

An employee, or the Secretary-Business Manager of the Union (or his designated representative), with the written authority of the employee, shall be entitled to review the employee's personnel file in the office in which the file is normally kept in order to facilitate the investigation of a grievance.

The employee or the Secretary-Business Manager shall give the employer 7 days' notice prior to examining the file.

### UNPAID LEAVE

**Public office**

Employees seeking leave in a municipal, provincial or federal election shall be granted Unpaid Leave of Absence for a period up to 90 calendar days.

Employees elected to public offices shall be granted Unpaid Leave of Absence for a period up to 5 years.

### EDUCATIONAL LEAVE

When an employee requests an unpaid leave of absence in excess of 4 calendar months, such employee shall make every effort to give 6 calendar months' advance notice in writing.

And, then, there is time to listen before voting.
SCHEDULING
The employer shall post shift schedules at least 14 days in advance of their effective date. Employees may exchange shifts with the approval of the employer, provided that, whenever possible, sufficient advance notice in writing is given and provided there is no increase in cost to the employer.

SHIFT PREMIUMS
Effective Jan. 1, 1980, employees working evening of night shift shall be paid a shift differential of 40 cents per hour for the entire shift worked.
Effective Jan. 1, 1981, employees working evening or night shift shall be paid a shift differential of 50 cents per hour for the entire shift worked.

OVERTIME
The rate of time and one-half of basic hourly rate of pay for the first 2 hours of overtime on a scheduled work day and double time thereafter.
The rate of double time of basic hourly rate of pay for all hours worked on a scheduled day off.

OVERTIME
Other factors
An employee who works 5 1/2 hours of overtime immediately before or following scheduled hours of work shall receive a meal allowance of $6.25. One-half hour with pay shall be allowed if the employee in order that he or she may take a meal break either at or adjacent to the place of work.
When an employee is requested to work overtime on a scheduled work day or on a scheduled day off, the employee may decline to work such overtime except in cases of emergency. Only in cases of emergency may an employee be required to work overtime.
When an employee does not agree that an emergency exists, the employee shall work such overtime under protest and may file a grievance.
A regular part-time employee working less than the normal hours per day of a full-time employee, and who is requested to work longer than his or her regular work day, shall be paid at the rate of straight time for the hours so worked, plus one-half and including the normal hours in the work day of a full-time employee. Overtime rates shall apply to hours worked in excess of the normal hours in the work day of a full-time employee.
A regular part-time employee working less than the normal days per week of a full-time employee and who is requested to work other than his or her regularly scheduled work days, shall be paid at the rate of straight time for the days so worked, up to and including the normal work days in the work week of a full-time employee. Overtime rates shall apply to hours worked in excess of the normal work days in the work week of a full-time employee.

ON-CALL DIFFERENTIAL
On-call differential for those required to be on call.
Effective Jan. 1, 1981 — 80 cents per hour, or portion thereof.

STATUTORY HOLIDAYS
Double time
Effective Jan. 1, 1981, employees who are required to work on a Statutory Holiday other than a Super Stat shall be paid at the rate of double time. Payment of double time under this provision does not detract from Statutory Holiday entitlements otherwise owing to the employee.

VACATIONS
Progressive rate
After 1 year's continuous service and up to five years' continuous service, the vacation entitlement remains at 20 work days per year. But after then (beginning with five years' continuous service) add one work day vacation per year until the total reaches 45 work days after 25 years. This provision applies when the qualifying rate occurs before July 1 in each year.

VACATIONS
Sickness factor
In the event an employee is sick or injured prior to the commencement of vacation, such employee shall be granted sick leave and the vacation period so displaced shall be added to the vacation period if requested by the employee and approved by the employer, or shall be reinstated for use at a later date.

SICK LEAVE
Where medical and/or dental appointments cannot be scheduled outside the employees' working hours, sick leave with pay shall be granted.

MATERNITY LEAVE
Adoptions
Upon request, an employee shall be granted 17 weeks without pay for the purpose of adopting a child. The employee shall furnish proof of adoption.

HEALTH CARE PLANS
Medical
The employer shall pay 100 per cent of the premium for eligible employees and dependents covered by the British Columbia Medical Services Plan or carriers approved by the British Columbia Medical Services Commission.

DENTAL PLAN
Effective Aug. 1, 1980, the dental plan will cover 100 per cent of the costs of the basic plan (Plan A). Effective Aug. 1, 1981, employees shall be provided with a plan covering 50 per cent of the costs of the orthodontic plan (Plan C). An employee is eligible for orthodontic services under Plan C after 12 months' participation in the plan. Orthodontic services are subject to a lifetime maximum payment of $1,250 per patient with no run-offs for claims after termination of employment.

LONG-TERM DISABILITY PLAN
The employer shall provide a mutually acceptable long-term disability insurance plan. It shall be as provided in the British Columbia — Long-Term Disability Insurance Plan and Group Life Insurance. The employer shall pay 100 per cent of the premium.

PRINTING OF AGREEMENT
The union and employer desire that every employee be familiar with the provisions of this agreement, and his or her rights and obligations under it.
For this reason, the employer shall print sufficient copies of the agreement for distribution to employees.
The agreement shall be printed in a union shop and bear a recognized union label.
GROUP LIFE INSURANCE
The plan shall provide $25,000 insurance coverage for post-probationary employees. It shall also include coverage for accidental death and dismemberment, and shall be as provided in the Addendum — Long-Term Disability Insurance Plan and Group Life Insurance. The employer shall pay 100 per cent of the premium.

WAGE SCHEDULES
Attachments
The employer and the union agree that the arbitration board comprised of Allan Hope, Jack Fradley and J. D. Gerow will arbitrate any dispute between the parties as to the application of this collective agreement to the attachments annexed to it.

APPRENTICESHIP
The joint committee, under the chairmanship of Dr. Noel Hall, shall ask a meeting with the provincial government as soon as possible for the purpose of discussing methods of funding, appropriate training institutions and health care manpower needs.

REMOVAL OF BCGEU CLAUSE
The following provisions shall be deleted from agreement once the Addendum — Classification System has been implemented:

ARTICLE XVIII
(b) It is recognized that the wages and working conditions provided for employees in the Hospital and Allied Workers' Component, Administrative Service Component and Trades and Crafts Component and the relevant provisions of the Master Agreement between the Government Employee Relations Bureau representing the Government of the Province of British Columbia and the B.C. Government Employees' Union reflects a fair and equitable standard for wages and working conditions between the "Employer" and the "Union."

GROUP LIFE, LONG-TERM
The employer is to administer and be sole trustee of the group life and disability insurance plans. The union will have access to any reports provided by the claim-paying agent regarding experience information.

SHORT TERM ILLNESS AND INJURY PLAN
A joint committee to study and report by Sept. 1, 1980, the feasibility of a short term illness and injury plan.

To be considered: the amount of benefits to employees; administration of the plan; premium cost; integration with present sick leave plan, L.T.D. Plan, and injury-on-duty plan; review of existing plans covering comparable occupational groups in B.C.

The report of the committee will not be binding on the parties.

EMPLOYEE STATUS
With the signing of the agreement, the employer and the union are to attempt to negotiate settlement of disputes regarding:

— Definition of employee status — casual employees.
— Temporary promotion or transfer.
— Job postings and applications.

If negotiations fail to resolve the dispute by May 31, 1980, the arbitration board of E. R. Peck, J. Fradley and J. D. Gerow is to make binding determination consistent with the principles expressed under the H. A. Hope award of July 28, 1978.

YOUTH EMPLOYMENT
From May 1, 1980 to Aug. 31, 1980, students hired under the Youth Employment Program will be paid:

<table>
<thead>
<tr>
<th>Grade 12 or below</th>
<th>$4.61 per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2 years post-secondary</td>
<td>$5.17</td>
</tr>
<tr>
<td>3-4 years post-secondary</td>
<td>$5.85</td>
</tr>
<tr>
<td>1 year graduate studies</td>
<td>$6.75</td>
</tr>
</tbody>
</table>

Provisions of master collective agreement applicable to casual employees shall also apply to persons employed under the program.

EFFECTIVE DATES OF AGREEMENT
The agreement shall be effective from Jan. 1, 1978 and shall remain in force binding upon the parties until Dec. 31, 1981, and from year to year thereafter unless terminated by either party on written notice served during the month of September, 1981.
**Heavy on the Light side**

By McLEOD

Theakes that fall during a winter election are not the kind that melt. This is deemed most unfortunate by those who would like to see all politicians disappear.

The latest dose of February Madness produced some oddities about which you probably weren't aware. They are listed here as a special service to the gullible.

**POLITICAL PARTIES:** Some scholars believe the arrival of the Rhinoceros is a clear indication that the body politic is headed at last for its proper destination — the animal kingdom.

There was no support for this theory with the birth of the Ostrich Party.

"What's that? You say you haven't heard of the Ostrich Party?"

"Don't be alarmed. The Ostriches want it that way. They say they want the government to show you what they are like.

"The Rhinos keep their snouts in the mud. Ostriches are not like that."

"Ostrich leader Oswald P. Schneckhammer III in an exclusive interview at press time, said: "If you go that way, your head will become a mud sniffer.""

"Just watch them. It is not only their long necks being on show but their heads buried in the sand. We believe this is very fitting for someone entering politics.""

First of all, you don't have to look anyone in the eye, if no one sees your expression, no one will know what you're really thinking. This is most important in the world of politics," Schneckhammer said, groaning as a supporter severed feathers on his ample rear.

"Secondly, when you are bent over with your head buried in the sand, you are expressing part of you, you see, you just say you are showing the public what they thought politics was anyway."

**FAMOUS QUOTATIONS: Much has been made (over and over again) of the supposed foot-in-mouth mumblings of one Joe Clark. It has been shown that some of the fault was with the ear of the listener and not just the mouth of the speaker. We offer these examples:**

In the Mid-East, Clark was said to have come upon a well and uttered: "Here is a well." What he really said was: "I hear a well.

"There had been some remote argument that he was saying: "We're near to hell!" and "Hear, hear... well, well," but the last has been proven wrong.

On another occasion he was widely quoted as saying: "How old are the chickens?" The truth is that he was addressing a farmer named Marvin Emms, and that he said with a snort: "I hear you like old chocks, Emms.

Again, in the Mid-East, he was said to have blurted: "Good gracious, there's a lot of rocks," when, in fact, his statement was: "This place would not rot your socks."

Of course, it is not fair to leave Mr. Clark all alone in the Words of North Department. Think of what others have said:

Pierre Trudeau let the world believe he had said: "I will no longer be your minibus."

Actually, it was a language problem on the part of a Japanese reporter, to whom Trudeau had said, "I will no longer be your minibus."

For we all know that Trudeau meant to go on leading, and that he never really had a yen for reading Japanese.

**On the personal side**

The Christmas turkey may be long forgotten, but for many, HEU members good memories linger on.

Like the Christmas Social the Aberdeen Unit held at the Nor- man Houses in Victoria. From all reports, it was a highlight of the year, right from its eye-catching and tongue-licking cake to its atmosphere of good will.

For others, like the Victoria General Unit, it was fun and games — not necessarily in that order.

The unit’s pre-Christmas Bingo at the School of Nursing Auditorium for members and friends saw no less than 10 games for food vouchers and a final “full house” game for $30.

There was free coffee and pop, and numerous door prizes. The Christmas “goodies” were wrapped in bright seasonal paper.

There was a customary donation to the Salvation Army.

**Noted among the retirees** was the departure of Vera Purdy from G.F. Baker Memorial Hospital.

Vera began her stint in the Dietary Department Aug. 26, 1963, and a just a little more than 18 years later.

**New northern rep steelworkers vet**

Emil Shumey, who cut his trade in unionism with the United Steelworkers of America, is HEU’s new staff representative.

Shumey, who replaces the popular Bernie Gehring, took over duties in the Prince George office mid-January. Gehring moved back to the Fraser Valley to operate a neighborhood pub with his wife, Dona.

An 11-year employee of Cominco Ltd. at Trail, Shumey is also involved with increasing responsibility with the Local Reps.

Shumey has ranged from shop steward to full-time financial secretary and staff rep on special educational assignments. He also served on the pension committee and was involved in other committee work.

In the latter stages of his career with the Steelworkers, Shumey played a major part in shop steward training programs.

He has been well trained for the job. In addition to the practical know-how he has picked up through experience, he has completed such courses as basic and advanced shop steward training, public relations, instructors’ training, and the two-month GLC labour college program at McGill University in Montreal.

**ELECTION REPORT**

HEU unit elections had not been completed by deadline time and as a result, cannot be dealt with in this issue of the Guardian.

An extensive list of officeholders elected around the province is planned for the next edition.

**Security hangup**

No answer at hand in Nelson dispute

Will the Labour Relations Board get involved in the Medical Associate Clinic issue by imposing a first collective agreement?

That question remains unanswered at press time, although the stage has already been set for such a move — if it is required.

Meantime, HEU is making one more effort to negotiate an agreement which had appeared at one stage to be all but signed, sealed and delivered.

When some 25 employees of the clinic ratified a proposed package last Aug. 8, the union seemed on the verge of a significant breakthrough in the health field. Medical clinics run by private bodies have until now remained free of such contracts.

Job security proved to be the hangup for the employers, and when they wouldn’t implement an agreement based on the recommendations of an industrial inquiry commission, the union deemed them to be acting in bad faith.

As a result, the union sought to have the package imposed under a rarely used section of the B.C. Labour Code legislation that was brought in by William King when he was Labour Minister with the former NDP government.

The International Woodworkers of America, who had originally represented the clinic members, had failed without success at one time through their Labour Minister Allen Williams to have an agreement imposed.

This time the request went from the Nelson Labour Minis- ter Jack Heinrich and Heinrich deferred to the Labour Relations Board for investigation and action, if required.

A two-week period met with the two sides in hope of bringing about a voluntary settlement.

The union and employers decided to try one more time to negotiate a settlement without the direct involvement of the board — but only under certain conditions.

The union wanted a set time frame. If this last effort failed, the employers were not to challenge the right to have the first contract imposed.

And there was another important decision taken by the union: because of the time that has lapsed since all of this began (the proposed agreement expired at the end of June), there is a need for a new look at the monetary matters agreed to earlier.

After the board ruled on the claim, it had no time to re-examine the monetary matters agreed to earlier.

For the 28 claimants dealt with last year, it was one died and another resigned. Thirteen of the claims have been classified as indefinite terms, 14 are in the one-to-two-year recovery category and five are pegged at less than a year.

Of the eight held over until this year, two are indefinite terms, three are one-to-two-year terms, one is less than a year and two have not been estimated.

Since 1979, there were 16 claims on the $15,000 Group Life policy. In addition, three members converted the group policy to individual policies upon termination of employment.