Season's Greetings

[Image of a nativity scene]
Christmas Reflections

Traditionally at this time of year most of us take a moment, albeit usually a brief one, and dwell on our present lives. What is our life like in Canada in 1980? If you stopped and listened to people talking in the streets, you’d hear murmuring and grumbling about a number of things—the cost of housing, higher food prices, tax increases, and even trying to get a good babysitter. Certainly the lifestyle of the average Canadian has changed in the past 10 years and there is no more obvious time to see it than during the Christmas season.

There was a time, and not that long ago, when there was no debate in the household as to whether or not the family could afford mandarin oranges at Christmas. In what most usually refer to as better days, there was less scrimping over what were considered traditional symbols of the season in our country. Or at least there seemed to be less scrimping.

Undoubtedly, Canadians are beginning to realize more and more now where oil comes from and why it is expensive; where fresh fruit and vegetables come from and why they cost more in 1980.

But if we really think we have it bad here, our eyes are just not open to the realities of the world around us. More than 3,000 Italians are buried this Christmas under a rubble of concrete in southern Italy. Those 3,000 or so killed in Italy’s tragic November earthquake and their immediate families won’t be having much of a Christmas this year. You don’t think about buying Christmas trees when you’re sleeping in a frozen field.

We complain about the price of bread? How would you like it in Moscow this year where the bread is sold on the black market because there isn’t enough to go around to working people.

Or if the cost of housing in Canada is getting to you, think about how much nicer your small home looks when you compare it to the people in Sweden where the idea of ever owning your own apartment, much less a home, is a dream to many.

It is a good life we have here in Canada. No matter where you go, from St. John’s to Tofino, you see the same civility among the people, the same appreciation about being able to live in this country. Do you take Canada for granted? You can bet new Canadians do not. There is a good explanation why they become our most fervent nationalists—they know first-hand how inferior the life in their original homeland was, whether they be from Poland, England, China, Japan, Pakistan, Australia or The Phillipines.

Yes, we are blessed to be living where we are. You don’t have to be a millionaire to enjoy a good life in Canada. And for that we should always be grateful.
Decision expected

Retroactive Pay

A hearing was held December 1 before the E. R. Pick Arbitration Board to determine the issue of retroactive lump sum payments to HEU members at 16 hospitals and long-term care facilities in the province.

HEU's position at the hearing was that payments to persons working at these locations from January 1, 1979, should be made based on service to the employer, says HEU Secretary Business Manager, X. Gerow.

"We think the language in the Master Agreement is quite clear in this matter. The agreement states in paragraph 9 of the Wage Schedule (page 74) that retroactive payments shall be made for "each month of service," says Gerow.

The provision calls for a lump sum payment to be paid to affected HEU members who work as full-time employees on January 1, 1980 on a monthly basis of $50 per month for each month of service in the period January 1, 1979 to December 31, 1979. The agreement also stipulates that $37.50 be paid for each month of service in the period January 1, 1978 to December 31, 1978.

Regular part-time employees shall be paid on a proportionate basis, says the agreement.

HEU's case was based on the contention that retroactive pay should only be paid back to the date of certification.

Of the 16 employees affected, six have paid the retroactive sum based on the Union Master Agreement. These six are: Red Cross (Vancouver); Aberdeen Hospital (Victoria); Children's Hospital Diagnostic Centre (Vancouver); Delta Hospital; Queen's Park Hospital (New Westminster); and Tofino Hospital.

The following hospitals have not applied the retroactive payments based on the Master Agreement: Oliver-0kanade- dence (Powell River); Pend- rose Lodge (Kamloops); Fer- iburn Hospital (Burnaby); Fraserview Regional Psychiatric Hospital; and the Arthritis Society (Vancouver).

The Chief Executive Officer at Kamloops (Vancouver) and the Arthritis Society (Vancouver) have decided to continue their discussions.

A decision on the dispute is expected in January.

Union Council Interests HEU

HEU is interested in a recent B.C. Government Employees' Union proposal of adopting a union health care council. HEU President Gordon Mac- pherson said the BCGEU idea was discussed at a meeting of the Union Provincial Executive in September.

"Yes, the Provincial Executive feels the concept has a great deal of promise and agrees with the BCGEU that union should work together if they are going to get maximum results for their members," says Macpherson.

In a September letter to HEU, BCGEU President Norm Rich- ards said that activities within health care unions could be co-ordinated, particularly at the bargaining table.

HEU Wins Vote At St. Mary's

HEU has applied to the B.C. Labour Relations Board to certify the bargaining representative of a group of employees at St. Mary's Hospi- tal in New Westminster.

HEU won a vote in September in which 42 of the 47 employees employed in the boiler room of the hospital voted in favour of being represented by HEU.

By-Laws Booklet

The HEU Constitutional By- laws booklet is being printed and will be available soon to Union Members.

Union Council Interests HEU

"We are, of course, aware of the difficulties inherent in such a proposal. However, we believe the initiatives in this area should be made in order to explore and identify our common interests," said Richards in the letter.

Richards said his union would like to support a prelimi- nary meeting with HEU and other health plans in the near future.

The idea of a health care council was originated by BCSEF's Secretary John Fryer in September at a meeting attended by the Ambulances Employees' Union in Van- couver.

"The idea that is born out of having 16 different organiza- tions like HEU and 57,000 work- ers in B.C. is a burden in terms of dupli- cation in grievances, occupa- tional health and safety, as well as other employer-employee functions is both time-consuming and costly," said Fryer.

He cited HLRAs as an example of co-ordination done on behalf of management. HEU conducts bargaining for HEU members who are represented by the BCGEU. HLRAs represent all bargaining- opposing government, the Employ- ees' Relations Employers (SEPB).

MacPherson said that HEU would like to see action taken in the thinking behind the health care council for unions.

"Since organizations like HLRAs are doing it now, it makes sense for unions to look at such a council for their own advan- tage," he said.

"We would like to meet with the BCGEU and discuss the concept further, he added that if the existing carpentry staff at the hospital was not sufficient, then more carpenters should have been hired in order to add to the HEU membership.

The dispute with the carpen- ters' union arose when the non- union carpenters that were hired by the hospital were sub- sequently signed up by Local 1540 of the carpenters' union.

"Of course, it is the opinion of HEU that the work being per- formed is done within the jurisdiction of our collective agreement," said Gerow.

"But another issue at stake here is the fact that the hospital would go and hire a non-union person just to save a little money. When a hospital, or any other employer for that matter, is employing someone, the work should be going to union people," he said.

The LRB has yet to make a ruling on the jurisdictional dis- pute between the two unions.

HEU Presents Case On Clerical Matches

HEU concluded its presenta- tion of evidence at the E. R. Pick Arbitration Board on November 18, 1980.

HEU began its presentation November 11 and will continue to present its evidence until mid-January of next year.

The parties agreed that the first occupational group whose case would be considered matched would be clerical em- ployees, beginning with those in the following hospitals: Royal Columbia Hospital, New Westminster; and Surrey Memorial Hospital, Surrey.

Second occupational group whose case the Board should decide the issue of matching. Matching is the pro- cess of comparing HLRAs classifi- cations and pay rates to HEU (that is, BCGEU) classifications and pay rates.

The Hospital Guardian, December 1980 / Page 5

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The Hospital Guardian, December 1980 / Page 5
Six Students Awarded HEU Bursaries

For 1980-81 academic year

Six British Columbia students have been awarded bursaries from HEU for the 1980-81 academic year.

The 1980-81 winners are: Sigrid Petersen, 20, of Sackville; Barbara Gannon, 32, of Prince George; Anica Brelland, 40, of Victoria; Ann Marie Fleming, 18, of Vancouver; Gregory Kozlowski, 25, of Vancouver, and Gordon MacEwan, 25, of Vancouver.

Gannon, a mother of three, is the daughter of Mr. and Mrs. Donald James Ashmore Memorial Bursary, jointly sponsored by the Surrey Unit and the HEU Provincial Executive.

Barbara is in her final year of the Bachelor of Education program at Simon Fraser University. She is an HEU member and works part-time at Burnaby General Hospital.

"I actually learned of the award through Bernice Gehring (former HEU Northern Regional representative). I'm so happy to receive it. It will pay for my whole year of tuition this upcoming year," she told The Guardian.

Gannon used to work at Prince George Regional Hospital where she met Gehring. She hopes to teach in the Williams Lake area upon graduating next year.

Anita Brelland, the winner of Provincial Executive $500 Bursary, is a mother of four, married, and living in Victoria.

At the age of 41, she has decided to go back to school and the challenge has been a great one. "It must have been a moment of madness because trying to attend school and manage a household are pretty tall orders in themselves," said Anita.

"It certainly is a challenge and I can say I am enjoying it — at least right now, I am," she said.

Brelland is taking a nursing course at Camosun Community College in Victoria. She has worked for nearly 10 years at Royal Jubilee Hospital in the provincial capital as a Nurse's Aide and for the last seven years as a Licensed Professional Nurse.

"I can't say how much I appreciate this bursary from the Union. I couldn't have gone to school without it," said Brelland.

Ann Marie Fleming is the winner of the $100 Victoria General Unit bursary, and is hoping to eventually study medicine. She is presently in her first year in the Arts Faculty at the University of British Columbia.

Ann Marie is an HEU member and has worked for Children's and Shuswapnays Hospitals in Vancouver.

"I was very surprised to hear about the award. The bursary money will be used next year. I'd like to thank the Union very much for donating it to me," said Fleming.

Sigrid Petersen, the Royal Jubilee Unit $1000 bursary winner, is in her second year at B.C. Institute of Technology and is studying to become a medical radiology technician.

Her mother, Efride, has been an HEU member for the past eight years while employed at St. Mary's Hospital in Sackville. Sigrid herself became an HEU member this summer when she was employed at St. Paul's Hospital in Vancouver.

"This bursary sure comes in handy, that's for sure. I can't thank the HEU enough for their kindness," said Petersen.

Gregory Kozlowski, one of the two Vancouver General Unit $500 bursary winners, is in his third year of English and Creative Writing studies at UBC. His mother, Olga, is an HEU member who works in the laundry department at St. Paul's Hospital in Vancouver.

"This bursary is fantastic, because I'll be able to apply it directly to my tuition. It will be a big help to me, I can tell you that," said Kozlowski.

Gordon MacEwan has been an HEU member for five years.

He has worked as a casual employee at Lions Gate Hospital and Vancouver General Hospital. He is the second Vancouver General Unit $550 bursary winner.

"Naturally, I was very pleased and surprised to be honoured with this award. The money will be very useful toward my medical studies here at VGH," said MacEwan.

These bursaries are available each year to HEU members and the sons and daughters of HEU members.

The bursaries are offered to students who are continuing their education from Grade 13 to a full program of studies in any field leading to a degree from a B.C. university or regional college. The bursaries are also available to students entering the B.C. Institute of Technology. To be eligible, an applicant must be a member of HEU, or be the son or daughter of an active member of the Union, or the son or daughter of one who was an active member of the Union as of January 1, 1980, but who has since been superseded.

Applicants must also submit an application to the UBC Awards office no later than July 1 of the year they wish to apply. The application should include a letter indicating the connection of the applicant or the applicant's parent to HEU.

Bursaries are awarded to students who need financial assistance and who demonstrate satisfactory academic standing.

The Hospital Guardian, December 1980 / Page 4
**Darby Honoured By Staff And Executive**

Long-time HEU Financial Secretary John Darby was officially honoured by the HEU Provincial Executive and Union staff at a luncheon and dinner given in his honour November 28th in Vancouver.

Brother Darby, who served the Union for 35 years in both elected and staff positions, worked his last day at the HEU Provincial Office November 28.

He and his wife Ethel are presently in Hawaii for a two-week vacation.

"You can't put in words what a man like John Darby means to a trade union. Both the staff and the Union membership will miss him more than he will ever imagine," said Jack Gerow, HEU Secretary-Business Manager, at the farewell luncheon.

Before leaving HEU, John Darby drafted a few humorous thoughts that he delivered to members of the HEU staff and Provincial Executive at his honorary dinner at the Royal Vancouver Yacht Club.

...that Ray McCurdy will enjoy flying, visit the land of his forefathers and actually kiss the Blarney Stone.

...that Maurice Smith will be just as pampered as Bros. Peterson, Ouff and Darby, and in order to assist him in this regard, I would like to present him with my greatest recommendation.

...that Henry Perkin will finally become a non-smoker.

**Government Act To Cut Hospitals Power**

A planned provincial government act that would cut local control of hospitals is a step in the right direction, according to a motion passed by the HEU Provincial Executive at a meeting November 28.

However, the Union Executive decided that the proposed Financial Administration Act does not go far enough in its attempt to bring hospital spending and borrowing under the control of the provincial legislature.

"The Provincial Executive feels the act does not disguise the fact that the provincial government can still hide behind hospital boards. The Ministry of Health is doing this right now in its dispute with Surrey Memorial Hospital Board over abortions," said Union Secretary - Business Manager Jack Gerow.

The B.C. Health Association, a non-profit society that acts as a spokesperson for hospital boards, said in November it was opposed to the removal of responsibility from hospitals.

BCHA spokesman John Braedock was quoted in the Vancouver Sun November 28 as saying the act could lead to the elimination of hospital trusteeship, the use of volunteers and autonomy on labour relations.

**Downgrading At LGH No "Apparent Surprise"**

In the November Guardian (Page 2 editorial) HEU referred to the real surprise the Union experienced when it saw HLRA's position regarding job matching at Lions Gate Hospital.

No less than nine job classifications were down graded in HLRA's proposal put before the Puck Tribunal.

HEU invites members, particularly clerical employees, to have a look for themselves at the table printed below on this page. After having a look at the figures, it might be understandable to Guardian readers why HEU was shocked with the HLRA proposal.

**Lions Gate Hospital Clerical Classification Table**

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The Hospital Guardian, December 1980 / Page 5
LRB Rules Against Former Members

The B.C. Labour Relations Board has ruled against seven former HEU members who alleged the union had unreasonably represented them in the negotiation of a collective agreement.

In a decision handed down in September, the board ruled that the former HEU members did not have a valid complaint against the Union.

The seven had applied to the LRB to receive retroactive benefits under terms of a collective agreement signed by the HEU and HLRA that took effect January 1, 1980. Because the seven members had terminated their employment before the January 1, 1980, the LRB ruled that the applicants did not qualify for the retroactive payments that were negotiated in the HEU collective agreement.

Those on staff January 1, 1980, received retroactive payments of $37.50 per month in respect to their employment from 1975-1976 inclusive and $50 per month for months worked in 1976, stated the board.

The board’s decision reads, in part: “It appears clear that a union cannot be faulted to a set date for the usual form of retroactive pay raises. The retroactive amounts in the present case are somewhat different in that they are said to be a “catch up” of existing obligations. But when those “obligations” are closely examined, they are again vague and contingent on an agreed evaluation and implementation. It cannot be said that the Union or any employee has been tricked or misled under the previous collective agreement and that the Union did not abandon any particular vested claim on behalf of those who left.

“The Union has been certified to bargain on behalf of the employees in the unit, and the “catch-up” date of retroactive benefits is clearly within its mandate to bargain. The Union’s actions do not appear to violate the provisions of the Labour Code and the applications must be dismissed.”

The complainants named on the LRB application were: Norma Rilloff, Doran Stower, J. W. Morley, Claudia Belobrodi, June Fawcett, Lillian Huel and Jenny Johnson.

Legal Advice For 10-Year Members

As a result of a resolution passed at HEU’s 1980 convention, the HEU now provides free legal advice to all active and retired members who have held 10 years or more membership within the Union.

Legal advice will be restricted to an initial interview or correspondence relating to matters such as separation, divorce, wills, landlord-tenant problems, purchase of real estate, personal injury claims and criminal or motor vehicle charges.

This free legal advice will not include litigation or appearance before courts and arbitration boards. It also does not include conveyancing or drafting documents.

Legal Advice For 10-Year Members

Tentative Deal Reached

HEU members at the Nanaimo Travellers’ Lodge on Vancouver Island have reached a tentative agreement with the employer.

The tentative agreement, which affects 32 Union members, will be voted upon at a ratification meeting in December.

The agreement, should it be ratified by the affected members, will be retroactive to November 1979 and will expire March 31, 1982.

Enjoying “freedom” - Kay Retires After 25 Years

There’s been an unusual feeling around Lion’s Gate Hospital since July. For the first time since 1955, Kay (Katherine) Baker is not around the premises.

Kay officially retired in July of this year and is finding retirement a lot of fun.

“People can’t believe it but I’m actually earning more money now from my pension and superannuation cheques than I was when I was working.”

Kay is lucky in that she doesn’t have any debts so whenever I feel like it I hop into my car with my dog Travel, and travel around the province,” says Kay, who is a life-time HEU member.

She has been a shop steward at the Lion’s Gate Unit “since I was 16.” In 1962, she was elected Secretary-Treasurer of the unit and earlier this year she was elected to the positions of Trustee and Secretary-Treasurer.

“The freedom I’ve enjoyed since I’ve retired has been tremendous. And I can’t for the life of me figure out why everyone is grumbling about the lack of money after retirement. If you’ve taken care of yourself during the working years, then the retirement years will look after themselves,” says Kay.

Kay began at Lion’s Gate Hospital (known as North Van- couver General Hospital prior to 1961) as a Practical Nurse and became an Admitting Clerk in 1965. In the last nine years of duty she served as a Bed Reser- vations Clerk and Ward Clerk.

Kay Baker is a well-known face around Lion’s Gate Hospital and she should be after working there for 25 years. Kay told The Guardian she is having fun in her first months of retirement.

Brother Pattison

Now A Traveller

Joe Pattison retired in 1978 after working at Vancouver General Hospital for over 29 years. Joe was a long time HEU member who served members in the Vancouver General Unit as both a Shop Steward as well as a Vice-President.

He started at VGH as an Orderly/Cleaner and was transferred to the Utility Department in 1953. He left the hospital in 1978 with a disability pension.

Upon retiring, Joe was presented with a beautiful lamp which was handmade by HEU member Jean O’Donnell. Brother Pattison remembered for the many conventions at which he contributed a great deal of volunteer help.

Joe and his wife Elma bought a trailer home after his retirement and now travel throughout the United States and B.C.

Joe Pattison retired in 1978 after working 32 years at Vancouver General Hospital. Upon his retirement the Vancouver General Unit presented him and his wife Elma with a handmade lamp.

The Hospital Guardian, December 1980
For northern conference

Table Officers Meet In Prince George

Eleven HEU elected repre-
sentatives from northern B.C.
at the Union’s table officers’ conference in Prince George November 20.
The northern Union officers
to attend the conference were:
Joyce Velich, Prince George
Unit Vice-Chairperson; Joan
Dick, 100 Mile House Unit
Chairperson; Cathy Chadey
100 Mile House Unit Secretary-
Treasurer; Hazel Hockley, Wil-
liams Lake Unit Vice-Chair-
person; Nellie Johansen, Wil-
liams Lake Unit Secretary-
Treasurer; Laurianne Lalonde,
Quesnel Unit Secretary-Treas-
er; Marian Amies, Quesnel
Unit Vice-Chairperson; Harriet
Stevens, Vanderhoof Unit
Chairperson; Carey Martens,
Vanderhoof Unit Chairperson;
Joan Boomere, Williams Lake
Unit Chairperson; Linda
Connolly, Williams Lake Unit
Secretary-Treasurer.

Members of the Provincial
Executive at the conference
were: Alberta Donald, 9th Vice-
President and Fort St. John
Chairperson; Andy Kozynski,
Regional Vice-President North;
Gordon MacPhar, 1st Vice-
President and Vancouver General
Unit Chairperson; Gordon Mac-
Pherson, HEU President; and
Maurice Smith, HEU Financial
Secretary.

Also in attendance at the
conference was Guardian Edi-
tor Nuccio Spitali.

Union representatives from
Fort St. James and MacKenzie
could not make it to the confer-
ence due to hazardous road
conditions.

Marian Amies said she liked
the idea of a table officers’
conference being held in vari-
ous regions of the province.

“’tis good to see the Provi-
ce Executive face-to-face in
one’s own area. Topica can be
discussed more informally and
answers given more directly, as
they were at this conference,”
said Amies.

Topica raised at the confer-
ence included: servicing in the
northern region; mandatory re-
training; and the HEU/HLRA
August 1, 1980, eight per cent
wage increase.

The location and date of the
next conference has yet to be
decided by the Provincial Ex-
ecutive.

HLRA Presents Matches
Before Peck Board

HLRA have matched in
excess of 1,800 job descriptions
during their presentation of
in November before the E. R. Peck Arbitration Board
Tribunal.

Of these proposed matches,
only 1,500 were clerical job
 descriptions. The remaining
were laundry, dietary, cook,

HLRA Names New President

Peter McAlister, current Man-
ger of Labour Relations at B.C.
Hydro and Power Authority,
has been named President of
the Health Labour Relations
Association.
McAlister’s appointment, af-
fected in January, fills a
vacancy left by the resignation
of former HLRA President
Chester Hooper.

HEU Applies To Represent
Grandview

HEU has applied for a certifi-
cation to the B.C. Labour Re-
lations board to represent 80
employees at Grandview Tow-
ners, a long-term care facility
in Vancouver.
A representation vote will be
conducted by the LRB at a later
specified date.

Grandview Towers is a non-
profit organization that is oper-
ated by the Baptist Housing
Society of B.C.

About 15 HEU members attended a wine and cheese gathering hosted by the Prince George Unit after the table
officer’s conference November 20th. Pictured above: (From left) Joyce Velich, Prince George; Diane Velich, Clerk
at Prince George Regional Hospital and an Unit Treasurer; Joan Boomere, Williams Lake; Susan Park, Activity Aide at
Jubilee Lodge in Prince George and a Unit Shop Steward.

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HEU Members On The Job

Mona Hasn’t Slowed Down At 64

[Editorial Note: This article is the first in a series that will be printed in The Guardian to outline the various and interesting jobs performed by HEU members at hospitals and long-term care facilities throughout the province.]

Mona Gomm, a Clerk-Supervisor in the Medical Records Department at Vancouver General Hospital, is only a year away from retirement. However, her health has allowed her to do the last 31 years with ease.

"Gosh, it seems only yesterday that I started in the Dietary Department in January of 1946. I can’t believe it sometimes, but it has been 31 years since I started working here," says Mrs. Gomm, who is 64 years of age.

She joined HEU soon after beginning her job and says that improved working conditions and wages can be directly attributed to the Union. "I no longer attend regular Union meetings, I couldn’t do it anymore — but I am ever grateful I am a member of this Union."

"When I think back to what it was like when I started with a smile and a dream, I can’t believe how far we’ve come, and I don’t think I realized how much real work and cooperation and determination have improved because of HEU."

Mona, originally from Drumheller, Alberta, moved to Vancouver in 1944 from Nanaimo, where she lived after her original journey west to the coast.

New Laundry Service May Have Drawbacks

A new laundry service being funded by the Greater Vancouver Regional District is of some concern to HEU according to Jack Gerow, Union Secretary-Business Manager.

The operation, called Tilbury Residential Laundry, is located in Delta.

"This centralization of laundry service has been in the works for about 20 years. For so far it has been working out well and we have heard from clients," Vanhoof told The Guardian.

The hospitals now served by Tilbury are: Shaughnessy (Vancouver), Queen Elizabeth (Vancouver), St. Vincent (Vancouver), Mount St. Joseph (Vancouver), Richmond General, Delta, Red Cross (Vancouver), Dogwood Lodge (Vancouver), G. F. Strong Rehabilitation Centre (Vancouver) and the Georgia Derby Centre (Burnaby).

HEU Writes CLC To Reaffiliate

HEU has applied to the Canadian Labour Congress to reaffiliate with the national CLC. Last summer, the HEU’s task force on the issue said that the union was required to reaffiliate under the terms of the new Canada Labour Code. HEU members are now being asked to vote in the coming weeks.

HEU’s outstanding application to the CLC has been sent to the Congress for a final determination. In The Hospital Guardian, December 1980/ Page 8

Thanks To HEU For Bursary

Dear Sir:

I have been informed by U.B.C. Awards Office that I will receive the H.E.U. Bursary #4733 in the amount of $500.00. I will use this towards tuition and textbook expenses for the upcoming semesters in the Nursing Program at Camosun College.

I would like to take this opportunity to thank you very much for this bursary. As I am working part-time and attending school, this will allow me to work a bit less and spend more time with my family and studies.

Yours gratefully,

Anita Breitland
Victoria

Compliments From Grace

Dear Sir:

Just a little to let you know you have had some good comments made about our recent Guardian and the pictures. People often speak more than 1000 words a day please keep up the good work of having pictures in the Guardian.

Tina Pendlebury
Grace Hospital

UBC Student Grateful

Dear Sir:

This, my third year of studies at U.B.C., would have been a financially difficult one. Consequently, my academic work would have suffered. You and the Union of Hospital Employees Local 180 alleviated this very burden with a bursary of $350. For this unselfish consideration, I am most sincerely thankful.

Gracefully yours,

Gregory Kozlowski, Vancouver.