

The Hospital **Guardian**

VOL. XVII No. 5



Hospital
Employees'
Union Local
180

DECEMBER, 1980



Season's Greetings



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

The Hospital Guardian

Official Magazine of the
**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

Editor: Nuccio Spitale

The Hospital Guardian is published by the Provincial Executive of the Hospital Employees' Union, Local 180, under the direction of an Editorial Committee whose members are:

GORDON MacPHERSON
JACK GEROW
MAURICE SMITH
GORDON MEAGHER
STEVEN POLAK

The Members of the
Provincial Executive are:

GORDON MacPHERSON
President

JACK GEROW
Secretary-Business Manager

MAURICE SMITH
Financial Secretary

GORDON MEAGHER
1st Vice-President

DENNIS JEFFERY
2nd Vice-President

BILL MacDONALD
3rd Vice-President

SUSAN BUNN
4th Vice-President

ALBERTA DORVAL
5th Vice-President

STEVEN POLAK
Senior Trustee

RENA GREENWOOD
Senior Trustee Elect

GWEN PARRISH
Trustee

ALICE JONES
Regional Vice-President
Fraser Valley

MARGARET McMAHON
Regional Vice-President
Kootenays

BOB DAVIES
Regional Vice-President
Lower Mainland - 1

CLIFF WEISNER
Regional Vice-President
Lower Mainland - 2

ANDY KOZYNIK
Regional Vice-President
North

MARK ATKINSON
Regional Vice-President
Okanagan

NANCY CANDY
Regional Vice-President
Vancouver Island

CLARKE GARDNER
1st Provincial Executive
Alternate

The Union maintains offices at:

Provincial Office
2286 West 12th Avenue
Vancouver, V6K 2N5
Telephone 734-3431

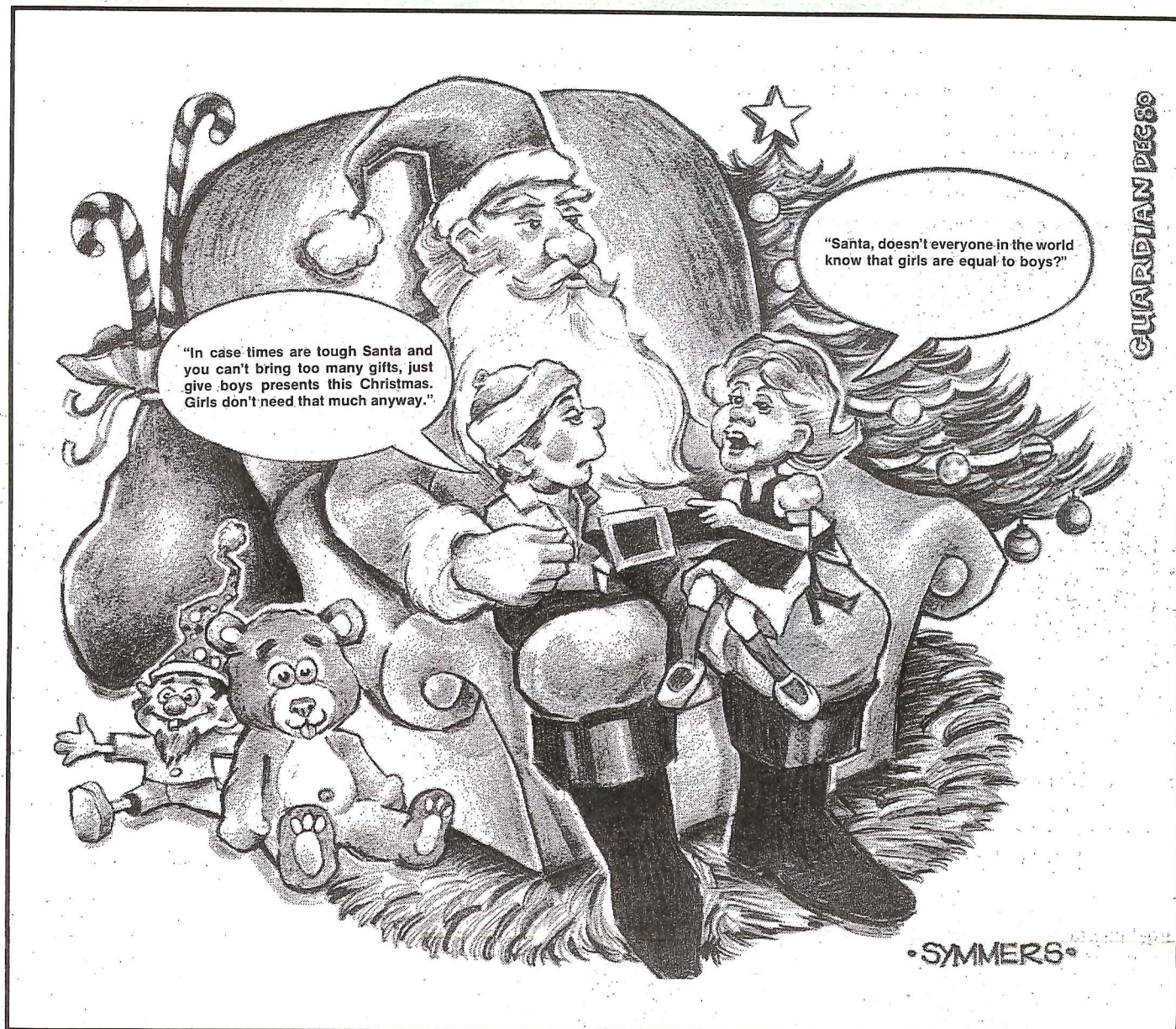
Okanagan/Kootenay Office
No. 103, 2359 Highway 97 North
Kelowna V1X 4H9
Telephone 860-5115

Vancouver Island Office
No. 303, 990 Market Street
Victoria V8T 2E9
Telephone 388-7304

Northern Office
No. 111, 1717 Third Avenue
Prince George V2L 3G7
Telephone 564-2102

BROADWAY PRINTERS LTD.

Editorial Page



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 mumbling 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. Peck Arbitration Board Tribunal 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, 1975, should be made based on service to the employer, says HEU Secretary-Business Manager Jack 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'," said Gerow.

The provision calls for a lump sum payment to be paid to affected HEU members who were regular full-time employees on January 1, 1980 on a formula 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 31, 1975 to December 31, 1978. Regular part-time employees shall be paid on a proportionate basis, says the agreement.

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

Of the 16 employers 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 Tahsis Hospital.

The following hospitals have not applied the retroactive payments based on the Master Agreement: Olive Devaud Residence (Powell River); Ponderosa Lodge (Kamloops); Felburn Hospital (Burnaby); Penticton Retirement Home; the Arthritis Society (Vancouver); Overlander Extended Care Hospital (Kamloops); Cariboo Lodge (Williams Lake); Columbia View (Trail); Port Hardy Hospital; Pouce Coupe Hospital; and Bella Coola Hospital.

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 MacPherson said the BCGEU idea was discussed at a meeting of the Union Provincial Executive on November 28.

"Yes, the Provincial Executive feels the concept has a good deal of merit. We agree with the BCGEU that unions should work together if they are going to get maximum results for their memberships," said MacPherson.

In a September letter to HEU, BCGEU President Norm Richards 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 be the certified bargaining representative for a group of employees at St. Mary's Hospital in New Westminster.

HEU won a vote in September to represent seven employees employed in the boiler room of the hospital.

The employees at the hospital, members of Local 882 of the International Union of Operating Engineers, voted 5-2 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.

"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 arrange a preliminary meeting with HEU and other health care unions in the near future.

The idea of a health care council was originated by BCGEU General Secretary John Fryer in September at an address to the Ambulance Employees' Union in Vancouver.

"The disunity that is born out of having 16 different organizations representing 57,000 workers in B.C. is a burden in terms of costs. The question of duplication in grievances, occupa-

tional health and safety, as well as other employer-employee functions is both time consuming and costly," said Fryer.

He cited HLRA as an example of co-ordination done on behalf of management. HEU conducts bargaining with five employers who are represented by the BCGEU's main collective bargaining opponent, the Government Employees' Relations Bureau (GERB).

MacPherson said HEU agrees wholeheartedly with the thinking behind the health care council for unions.

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

"We would like to meet with the BCGEU and discuss the concept further."

Profits Put Ahead Of Employees Jobs

Companies are free to contract out work during the life of a collective agreement if it saves them money, is not tainted by anti-union bias and is not prohibited by the contract, says the Ontario Labor Relations Board.

The majority decision upheld the right of Kennedy Lodge Nursing Home in Toronto to contract out housekeeping and janitorial work at a saving of \$50,000 a year, even though the employees and Local 204 of the Service Employees Union were adversely affected.

The board ruled the impact on the employees and the union did not taint the legitimacy of

the decision, contrary to the union's complaint.

"Business decisions must be made on the basis of overall viability of an operation — one aspect of which might be the cost of labor," the board said.

Jack Gerow, HEU Secretary-Business Manager, said he was disappointed by the decision.

"This sort of anti-union bias in the interest of saving money is very harmful to progressive labour relations," said Gerow.

Kennedy laid off 16 employees when it contracted out the work to Cosmos Building and Maintenance Ltd. Three of the employees were recalled to other jobs in the bargaining unit.



The "St. Mary's Hospital Menopause Band" was in great form at the Sechelt Unit's 3rd annual Fall Hoedown in October. Band members in this photo are: Jeanine Carom (with maracas), Cindy Brock (on bedpan), and Phyllis Heddon (at the microphone).

Sechelt Hoedown A Rousing Success

The 3rd annual HEU Sechelt Fall Hoedown was a rousing success October 25 in Sechelt.

Theme for the hoedown was Western, and everyone turned out in cowboy (cowgirl?) dress. The \$310 proceeds from the dance, which was held in the local Senior Citizens' Hall, went to the Terry Fox Marathon of Hope Fund for cancer research.

"The dance proceeds were \$200. The Unit kicked in another \$100, and further \$10 was given from the Senior Citi-

zens' Hall Janitor, Mr. Bert Sherlock, who is a senior himself," said Unit Chairperson Dorothy Goeson.

"This hoedown has become very popular with the members over the last few years as it lends a relaxed, friendly atmosphere to the evening," she said.

Stars of the evening were "The St. Mary's Hospital Menopause Band", a group of members from the Sechelt Unit, who performed a number of entertaining skits and songs.

Carpenters Dispute At Royal Inland

A dispute over contracting out of work has brought HEU and the United Brotherhood of Carpenters and Joiners Union (Local 1540) before the B.C. Labour Relations Board.

The conflict arose in September when Royal Inland Hospital in Kamloops hired two non-union carpenters to work on what the hospital termed "a special project."

Jack Gerow, HEU Secretary-Business Manager, says the precedent being set by the hospital is a threat to HEU members who are carpenters.

"HEU feels that this case at Royal Inland is a cut and dried one. The work that was to be performed at the hospital was really just maintenance construction and not really a special project. Viewed in this way, a couple of carpenters within the HEU membership should have been assigned to do the work under the terms of the collective agreement," said Gerow.

He added that if the existing carpentry staff at the hospital was not sufficient, then more carpenters should have been hired and added to the HEU membership.

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

"Of course, it is the opinion of HEU that the work being performed by these carpenters was within the jurisdiction of our Union," 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 dispute between the two unions.

HEU Presents Case On Clerical Matches

HLRA concluded its presentation of evidence at the E. R. Peck Arbitration Board on November 18, 1980.

HEU began its presentation November 19 and will continue to present its evidence until mid-January of next year.

The parties agreed that the first occupational group to be matched would be clerical employees, commencing with those in the following hospitals: Royal Columbian Hospital, New Westminster; Surrey Memorial Hospital, Surrey; Lions Gate Hospital, North Vancouver;

Victoria General Hospital, Victoria; Grace Hospital, Vancouver.

Further occupational priorities beyond clerical are currently under consideration by HEU's Bargaining Committee.

Arbitration hearings before the Peck Tribunal commenced September 12. At the outset, the parties agreed that the Board should first decide the issue of matching. Matching is the process of comparing HLRA classifications and pay rates to GERB (that is, BCGEU) classifications and pay rates.



More than 350 people attended the annual Shaughnessy Unit Christmas dinner November 21 in Vancouver. Admitting Clerks Lori Holowatiuk (left) and Geraldine Chatterton (second from right) were part of the large turnout who enjoyed themselves at the dinner.

For 1980-81 academic year

Six Students Awarded HEU Bursaries

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 Sechelt; Barbara Gannon, 32, of Prince George; Anita Breiland, 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 winner of the \$1,000 Edward 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 Breiland, the winner of Provincial Executive \$500 Bursary, is a mother of four, married, and living in Victoria.

At the age of 40, 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.

Breiland 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."

Ann Marie Fleming is the winner of the \$350 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 Shaughnessy 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."

Sigrid Petersen, the Royal Jubilee Unit \$350 bursary winner, is in her second year at B.C. Institute of Technology and is studying to become a medical radiology technician.

Her mother, Elfreda, has been an HEU member for the past eight years while employed at St. Mary's Hospital in Sechelt. Sigrid herself became an HEU member this summer when he 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."

Gregory Kozlowski, one of the two Vancouver General Unit \$350 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 \$350 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 12 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

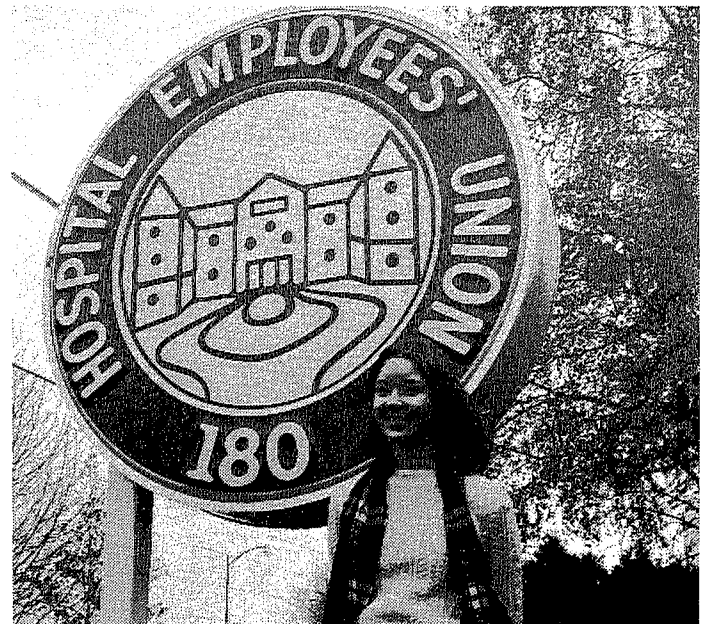
as of January 1, 1980, but who has since been superannuated.

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.



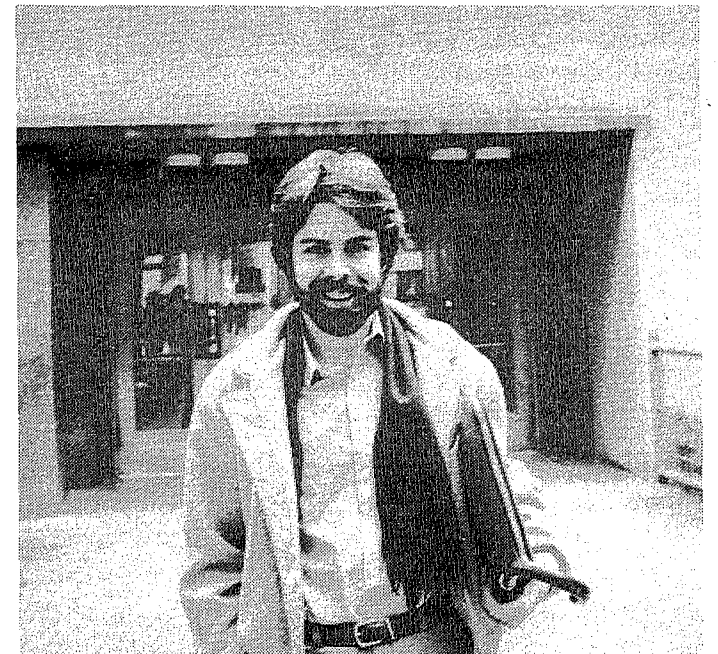
Gregory Kozlowski
... bursary "fantastic"



Ann Marie Fleming
... "very surprised"



Sigrid Petersen
... B.C.I.T. student



Gordon MacEwan
... studying medicine



Anita Breiland
... back to school at 40



Barbara Gannon
... plans to teach

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 31 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 McCready will enjoy flying, visit the land of his forefathers and actually kiss the Blarney Stone."

"... that Maurice Smith will be just as parsimonious as Bros. Paterson, Duff 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 this 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 spokesperson for hospital boards, said in November it was opposed to the removal of responsibility from hospitals.

BCHA spokesman John Braddock was quoted in the Vancouver Sun November 26 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 Peck 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.



Former HEU Financial Secretary John Darby waves his final farewell at a retirement dinner given in his honour November 28th by the Union staff.



Brother Darby was the guest of honour of the HEU Provincial Executive at a special luncheon November 28th in Vancouver.

Lions Gate Hospital Clerical Classification Table

| LIONS GATE PRESENT POSITION CLASSIFICATION | EMPLOYER PROPOSED MATCH DURING M.A. NEGOTIATIONS | EMPLOYER PROPOSED MATCH BEFORE E.R. PECK TRIBUNAL | AUGUST 1/80 EMPLOYER PROPOSED RATE OF PAY DURING M.A. NEGOTIATIONS (MAX.) | AUGUST 1/80 EMPLOYER PROPOSED RATE OF PAY BEFORE E.R. PECK TRIBUNAL (MAX.) | AMOUNT OF DOWNGRADING | H.E.U. MAX RATE AUGUST 1/80 |
|--|--|---|---|--|--------------------------|-----------------------------------|
| Clerk II -Medical Records -Linen Services -Housekeeping -Dietetics -Purchasing -Employee Health Services -Volunteers -Rehab. Services | O.A. 2 | O.A. 1 | \$ 1,283.00 | \$ 1,190.00 | - \$ 93.00 | \$ 1,210.00 |
| Clerk V -Accounts Payable -(Gen. Sec.) Acct. Services -Patient Billing -Patient Relations | Clerk 5 | Clerk 3 | 1,657.00 | 1,347.00 | - 310.00 | 1,337.00 |
| Medical Steno I | Clerk Steno 3 | O.A. 2 | 1,347.00 | 1,283.00 | - 64.00 | 1,337.00 |
| Admitting Clerk III -Patient Serv. Interview | Clerk 3 | O.A. 2 | 1,347.00 | 1,283.00 | - 64.00 | 1,337.00 |
| Cook II - Baker | Cook 2 | Cook 1 | 1,463.00 | 1,404.00 | - 59.00 | 1,422.00 |
| Janitor - Porter -Dietary Dept. | B.M.W. 2 | F.S.W. 1 | 1,389.00 | 1,295.00 | - 94.00 | 1,337.00 |
| Pot Washer -Dietary Dept. | F.S.W. 2 | F.S.W. 1 | 1,338.00 | 1,295.00 | - 43.00 | 1,190.00 |
| Sr. Laundry Super- visor | L.W. 5 | L.W. 4 | 1,635.00 | 1,543.00 | - 92.00 | 1,639.00 |
| Storekeeper II | Stockman 3 | Stockman 2 | 1,485.00 | 1,416.00 | - 69.00 | 1,447.00 |

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.

I'm lucky in that I don't have any debts so whenever I feel like it I hop into my car with my dog and travel around the province," says Kay, who is a lifetime HEU member.

She has been a shop steward at the Lion's Gate Unit "almost from the first day I started working." In 1977, 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 Vancouver General Hospital prior to 1961) as a Practical Nurse and became an Admitting Clerk in 1965. In the final nine years of duty she served as a Bed Reservations Clerk and Ward Clerk.



Kay Baker is a well-known face around Lions 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.

LRB Rules Against Former Members

The B.C. Labour Relations Board has ruled against seven former HEU members who alleged that HEU had unfairly 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 former members had terminated their employment before the January 1 date, the LRB ruled that the applicants did not qualify for the retroactive payments that were negotiated by HEU in the collective agreement.

"Those on staff January 1, 1980, received retroactive payments of \$37.50 per month in respect to their employment from 1975-1978 inclusive and \$50 per month for months worked in 1979," 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 'cash out' of existing obligations. But when those 'obligations' are closely examined, they are so vague and so contingent on an agreed evaluation and implementation ... that it cannot be said that the Union or any employee had a particular claim under the previous collective agreement and thus 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 'out-in' 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 Rilko, Doreen Storey, J. W. Morley, Claudia Belobrodski, June Fawcett, Lillian Huel and Jenny Johnson.

Agreement Ratified At Glacier View

An agreement has been ratified by 12 HEU members working at the Glacier View Lodge in Comox.

The Union members ratified the agreement, which is retroactive to June of this year, at vote taken on November 14th.

The contract at the non-profit long-term care facility on Vancouver Island expires in March 1982.

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.

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 hand-made by HEU member Jean Desjardins. Brother Pattison is 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 29 years at Vancouver General Hospital. Upon his retirement the Vancouver General Unit presented him and his wife Elma with a hand-made lamp.

The Hospital Guardian, December 1980 / Page 6

Legal Advice For 10-Year Members

As a result of a resolution passed at HEU's 1980 convention, HEU now provides free legal advice to all active and retired members who have had 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 appearances before courts and arbitration boards. It also does not include conveyancing or draft-

ing documents.

Full details of the HEU service are clearly outlined on the poster (shown on this page) that will soon be appearing on HEU bulletin boards at members' place of work.

If you have not yet seen the poster, contact your shop steward.

FREE Legal Advice

Lawyers for the Hospital Employees' Union, Local 180 have been engaged to provide free Legal ADVICE to Members of the Union and all retired Members of Local 180 who have had 10 years or more of service and were in good standing in Local 180; said retired Members' spouses shall also be eligible.

This ADVICE will be restricted to an initial interview or correspondence relating to matters such as:

- SEPARATION
- DIVORCE
- WILLS AND ESTATES
- MAINTENANCE AND CUSTODY PROBLEMS
- LANDLORD AND TENANT PROBLEMS
- BUYING AND SELLING OF REAL ESTATE
- BUYING AND SELLING OF CHATTELS (eg. Boats, Trailers, Cars)
- PERSONAL INJURY AND DAMAGE CLAIMS

- CRIMINAL AND MOTOR VEHICLE CHARGES
- OTHER



The free Legal ADVICE will not include:

- LITIGATION OR APPEARANCES BEFORE COURTS
- ARBITRATION BOARDS OR OTHER TRIBUNALS
- CONVEYANCING OR DRAFTING DOCUMENTS

Legal Advice will be given at the lawyers' offices.

Members situated in the Lower Mainland area are requested to adhere to the following procedure:

- (1) telephone H.E.U.'s Provincial Office at 734-3431 and request Legal Advice
- (2) provide name, Unit and Social Insurance Number to H.E.U.'s Provincial Office
- (3) make own appointment with lawyers after being given telephone number
- (4) pick up Letter of Introduction at H.E.U.'s Provincial Office prior to proceeding to the lawyers' offices

For out-of-town Members, special "Confidential" envelopes have been provided to Secretary-Treasurers to facilitate correspondence between the lawyers and Members of the Union. If you wish to correspond with the lawyers, ask your Secretary-Treasurer for the special "Legal Advice" envelope.

Please note this is a confidential and free service available to Members of the Hospital Employees' Union, Local 180 and all retired Members of Local 180 who have had 10 years or more of service and were in good standing in Local 180; said retired Members' spouses shall also be eligible.



HOSPITAL EMPLOYEES' UNION
LOCAL 180

For northern conference

Table Officers Meet In Prince George

Eleven HEU elected representatives from northern B.C. attended the Union's table officers' conference in Prince George November 20.

The northern Union officers attending the conference were: Joyce Veitch, Prince George Unit Vice-Chairperson; Joan Dick, 100 Mile House Unit Chairperson; Cathy Chadsey, 100 Mile House Unit Secretary-Treasurer; Hazel Hockley, Wil-

liams Lake Unit Vice-Chairperson; Nellie Johansen, Williams Lake Unit Secretary-Treasurer; Laurianne Lalonde, Quesnel Unit Secretary-Treasurer; Marian Amiss, Quesnel Unit Vice-Chairperson; Harriet Stevens, Vanderhoof Unit Chairperson; Carey Martens, Vanderhoof Unit Chairperson; Joan Boomer, Williams Lake Unit Chairperson; and Linda Connolly, Williams Lake Unit Secretary-Treasurer.

Members of the Provincial Executive at the conference were: Alberta Dorval, 5th Vice-President and Fort St. John Unit Chairperson; Andy Kozyniak, Regional Vice-President North; Gordon Meagher, 1st Vice-President and Vancouver General Unit Chairperson; Gordon MacPherson, HEU President; and Maurice Smith, HEU Financial Secretary.

conference was Guardian Editor Nuccio Spitale.

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

Marian Amiss said she liked the idea of a table officers' conference being held in various regions of the province.

"It is good to see the Provincial Executive face-to-face in one's own area. Topics can be

discussed more informally and answers given more directly, as they were at this conference," said Amiss.

Topics raised at the conference included: Servicing in the northern region; mandatory retirement; 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 Executive.

Also in attendance at the



Carey Martens (left), Care Attendant at Omineca Lodge in Vanderhoof, and Harriet Stevens, Head Cook at Omineca Lodge in Vanderhoof.



From left: Joyce Veitch, Cook at Prince George Regional Hospital; Joan Dick, Relief Cook at 100 Mile House District General Hospital, and Cathy Chadsey, Licensed Practical Nurse at 100 Mile District General Hospital.



Laurianne Lalonde (left), Housekeeper at Baker Memorial Hospital in Quesnel, and Marian Amiss, Licensed Practical Nurse at Baker Memorial Hospital in Quesnel.



From left: Linda Connolly, Housekeeping and Maintenance Supervisor at Cariboo Lodge in Williams Lake; Hazel Hockley, Cook at Cariboo Memorial Hospital in Williams Lake, and Nellie Johansen, Clerk at Cariboo Memorial Hospital in Williams Lake.

HLRA Presents Matches Before Peck Board

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

Of these proposed matches, nearly 1,000 were clerical job descriptions. The remaining were laundry, dietary, cook,

stores, respiratory technologist and laboratory job descriptions.

HLRA ignored the matter of red-circling during their presentation of evidence.

HLRA Names New President

Peter McAlister, current Manager of Labour Relations at B.C. Hydro and Power Authority, has been named President of the Health Labour Relations Association.

McAlister's appointment, effective 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 certification to the B.C. Labour Relations board to represent 80 employees at Grandview Towers, a long-term care facility in Vancouver.

A representation vote will be conducted by the LRB at a later unspecified date.

Grandview Towers is a non-profit organization that is operated 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 Veitch, Prince George; Diane Veitch, Clerk at Prince George Regional Hospital and an Unit Trustee; Joan Boomer, Williams Lake; Susan Park, Activity Aide at Jubilee Lodge in Prince George and a Unit Shop Steward.

In hectic department

Mona Hasn't Slowed Down At 64

[Editor's Note: This article is the first of a series that will be printed in *The Guardian* to outline the various and important jobs performed by HEU members at hospitals and long-term care facilities throughout British Columbia.]

Mona Gomm, a Clerk-Supervisor in the Medical Records Department at Vancouver General Hospital, is only one year away from retirement. However, she cannot explain how the last 31 years have passed so quickly.

"Gosh, it seems only yesterday that I started in the Dietary Department in January of 1949. 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'm afraid I never attend regular Union meetings. I couldn't somehow find the time — but am I ever grateful I am a member of this Union."

"When I think back to what it was like when I started with a six-day week, I breathe a sigh of relief. I think a person would have to be a complete idiot not to realize how much working conditions have improved because of HEU."

Mona, originally from Drumheller, Alberta, moved to Vancouver in 1948 from Nanaimo, where she had lived after originally coming to the west coast.

Her job, which is termed Traffic Supervisor, is one of the key positions in her department. She is responsible for the receipt and dispersal of patients' personal medical records as well as assignment of admission and unit numbers to admitting areas, outpatient clinics and emergency rooms.

"There is a lot of pressure in my job because of the work load. There is always a stream of records to keep up with. Also, we have to constantly be careful about the kind of information we give out over the telephone," she said.

Mrs. Gomm says the department receives many calls from government agencies such as the Workers' Compensation Board, but she and her co-workers only release information such as dates since a person's medical record is confidential.

There are approximately 25 other employees in medical records and even though the department operates a "Kard-veyer" (an automatic filing cabinet) and microfilm, there is a shortage of space because of the huge volume of patients.

"Now we're starting to store information outside the hospital because of the lack of space."

In spite of her heavy job demands, Mona does like her work.

"It's tough sometimes when things get hectic around here, but all in all I have enjoyed it because of the contact with people."



Mona Gomm, Traffic Supervisor in the Medical Records Department at Vancouver General Hospital, is usually surrounded by paper at her desk. Why all the paperwork? There are thousands of patient medical records at the hospital and Mona has to keep track of them.

To vote in elections

BCHA Opposes Time Off Work

Hospital employees should no longer be entitled to four consecutive hours off the job in which to vote in a provincial or a federal election, according to a resolution passed this summer at the B.C. Health Association annual general meeting.

At this year's BCHA's annual general meeting, the Kelowna General Hospital Board submitted a resolution that calls for changes in the provincial and federal Election Acts.

Jack Gerow, HEU Secretary-Business Manager, called the

resolution "callous and extremely insensitive."

"In this day and age, can you imagine anyone trying to take away someone's right to vote in an election? I myself find it hard to believe that anyone would dare tamper with the right of a person to exercise his or her voting privilege," said Gerow.

Gerow called the move by B.C. Health Association delegates "reactionary."

"This move by the BCHA delegates is nothing less than an attempt to disenfranchise

health care workers. What more basic freedom do we have in our society than the right to time off on election day to go out and vote?" he said.

"The Kelowna Hospital resolution used the word 'disruptive'. I'm sure health care workers in B.C. will be interested to learn that their right to vote is 'disruptive'."

Gerow said HEU has written a letter to Prime Minister Pierre Trudeau and B.C. Premier Bill Bennett denouncing the BCHA resolution.

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 Regional Hospital Laundry, is located in Delta.

"HEU's concern at this time with Tilbury is mainly the treatment of employees who may be employed there from hospitals that close down their laundry service," said Gerow.

"This centralization of laundry service may not be good for new HEU members in terms of receiving full benefits and retention of seniority," said Gerow.

Tilbury began operating in September and presently em-

ploys about 94 employees, all HEU members, says Plant Operations Manager Casey Veenhof.

"This idea of centralizing laundry service has been in the works for about 20 years. So far it has been working out great and we have 11 hospitals as clients," Veenhof told *The Guardian*.

The hospitals now served by Tilbury are: Shaughnessy (Vancouver), Grace (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 George Derby Centre (Burnaby).

HEU Writes CLC To Reaffiliate

HEU has applied to the Canadian Labour Congress seeking to reaffiliate with the national Canadian labour body.

In a November 6th letter to CLC President Dennis McDermott, HEU Secretary-Business Manager Jack Gerow said that the Union would like to rejoin the trade union movement in Canada but only as an autonomous affiliate.

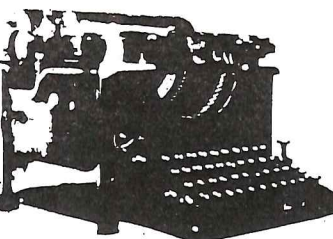
"Given that 10 years have elapsed since HEU's disaffiliation with the Canadian Union of Public Employees (CUPE), and given that there is no possibility of HEU reaffiliating with CUPE... HEU respectfully requests the Canadian Labour Congress make a final determination on

HEU's outstanding application to affiliate..." said the letter.

Commenting on the letter, Gerow said that the HEU membership wishes to return to CLC affiliation.

"Certainly there is much to be gained through the united strength of the Canadian and international labour movement. Our members are proud of this Union and they know that we would have a great deal to offer the Canadian trade union movement. But HEU is steadfastly firm on not entering the CLC through affiliation with the Canadian Union of Public Employees (CUPE), who represent municipal employees," said Gerow.

LETTERS



(Editor's Note: *The Guardian* welcomes letters from members on **ANY** topic or subject of interest. This is **YOUR** newspaper. **ALL** letters will be printed. Names can be withheld upon the request of the writer.)

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 #4778 in the amount of \$500.00.

I will use this towards tuition and textbook expenses for the upcoming semesters of 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 on-call and attending school, this will allow me to work a bit less and spend more time with my family and studies.

Yours gratefully,

Anita Breiland
Victoria

Resolution Selfish But Not Racist

Dear Sir:

Reading the *Guardian*, I came across one of the resolutions which was turned down at the recent biannual Convention because many delegates thought it was of a racist nature.

The objective of the resolution was to help some of the people who are condemned to live the rest of their lives in extended care units, or patients who have difficulty to understand English or French in the first place, and who now have to put up with another language with which they are not familiar.

Since I have worked in extended care myself, I know how glad lots of the older people were when they heard a friendly word, a joke, or even a little tease. But now, in lots of cases, they hear just some alien language while they are being cared for.

Would you not also say, "Please speak to me, and speak the language I can understand."

The resolution might have been selfish, but racist it was not!

—William Eisenbock

Chief Orderly

G. F. Strong Rehabilitation Centre Unit
Vancouver

Compliments From Grace

Dear Sir:

Just a line to let you know that we have had some good comments made about our recent *Guardian* and the pictures.

Pictures often speak more than a thousand words. So please keep up the good work of having pictures in the *Guardian*.

Tina Pendlebury
Grace Hospital

U.B.C. Student Grateful

Dear Sir:

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

Gratefully yours,
Gregory Kozlowski,
Vancouver.