The New Look RNs

"Given the way employers abuse the law, let's hope essential services legislation doesn't force nurses to the picket line. That would be sadly ironic, because B.C. has never before suffered a provincial nurses strike."

(RNABC Labour Relations Chairman Doris Shepherd)

Some may have considered it an out-and-out threat. Perhaps it would be more accurate to describe it as the birth of an alternative which had not received previous consideration.

Times were changing, and with them attitudes and needs. It was a fact the Registered Nurses' Association of B.C. couldn't afford to ignore — a fact Doris Shepherd wouldn't let it ignore. In what was an uncharacteristically tough speech for an RNABC wage and policy conference, Shepherd gave the signal for what could be a real change in direction for the 12,500 nurses.

In essence, she was saying they would no longer be bullied. It was time to get serious about fighting back at the bargaining table.

This indication of a new militancy taking hold of the RNABC should be greeted with enthusiasm not only by its members, but by members of the Hospital Employees' Union and others employed in the health care field. They should realize that once all the links in a chain are strong, the chain will hold up well to pressure applied at any point.

No one is likely better than the employer. The game until now has been to squeeze the group most likely to yield in hopes of setting contract standards for all groups.

It's necessary to turn back only to the spring of 1978 to see a clear example of this. The RNABC and HEU had both opted to settle contract disputes through arbitration. The RNABC indicated it was willing to sign the Stewart Award, which turned out to be inferior to the Hope Award for HEU. Subsequently the nurses had a change of mind and called the Stewart Award a bad one.

An attempt was made to use the Stewart Award against HEU. But the union wouldn't be backed into that kind of corner.

In the end, HEU obtained a better contract than the RNABC.

Over the years there has been general agreement that the RNABC has lagged behind in the area of collective agreement. But now the organization seems determined to eliminate any existing deficiency in its approach to industrial relations. It means the adoption of a tough new stance, or as Doris Shepherd said in that same speech:

"As a union of professionals, we have arrived at a critical point in our history. The coming negotiations must end the recent dangerous devaluation of nursing — and they must compensate for our members' loss of purchasing power. If those things don't happen it will soon be a lot easier to staff supermarkets than B.C. hospitals. That affects more than nurses: it affects all health care in the province."

Doris Shepherd also said: "The government must realize that the jig is up: it can't have a free ride any longer on the backs of overworked and underpaid nurses."

This new position of the RNABC is welcomed by HEU. The hope now is that it will be permanent. If so, there may be no need for the joint council of unions HEU had advocated.

What's in a name?

To applaud the Right-to-Work movement is to insult all intelligent and fair-minded people.

Yet, there is one accomplishment of this self-serving organization that deserves compliment — the choice of the words right-to-work.

Be it a sign or title, it is a beautiful contrived deception. To the unwise, it is almost seductive. The right to work? What could be closer to man's sense of fairness? Who would not defend such a basic right?

Opponents of the movement have been winning some important battles, but the task has been made difficult by the three magic words themselves. In spite of publicity, a seemingly large number of people remain ignorant of the real meaning behind those words — to the anti-union objectives of the movement.

The trade union movement has spent some time searching for slogans of its own — to fight a battle of cute and witty words.

It is difficult to outshout anything that has such a motherhood ring to it — regardless of the false promises. What would seem to be needed more than anything is a continued education campaign, something factual and simply stated. If the truth is to win out it must be told over and over and over to as many people as possible. That is why this union and others have contributed considerable funds to the battle.

People must come to know that right-to-work actually means the right to work for substandard pay, the right to work with less and less job security, safety standards, or any real certainty about tomorrow. They must come to see it for what it is — the lever to pry apart the union shop and eventually the union itself, for lack of required representation.

The message has been clear in those 20 or so unhappy American states where it exists in the form of ill-advised legislation. Standards are pitiable.

Those who march to the right-to-work drumbeat in British Columbia do so mainly under the banner of the Independent Contractors and Businessmen Association. Glancing through the ICBA directory, it is interesting to note the comments of some of the officers. They talk about freedom to associate and the need to "strongly" unite — the very rights they would deny employees who want the protection of a strong union, their own union.

The directory contains the names and advertisements of a few firms that have done business in the past with the Hospital Employees' Union. That business will not be repeated.
Low morale blamed for sudden walkout

When close to 150 Gorge Road Hospital employees in Victoria hit the street suddenly early on the morning of Nov. 16, it was a signal to those in the know that something had to be done about a bad situation. "Morale is dead," said one of the signs, which, like the others, bore the ragged look of something that had been put together in a hurry to meet an emergency.

That sign in itself seemed to tell the story of the moment. But it didn’t tell the whole story of a troubled relationship.

That began less than three years ago and November’s eight-hour picket parade was really the third chapter. Twice before the hospital had been hit by sit-ins. There had been various complaints from the HEU members employed there, including short-staffing and reports that employees were being asked to take on extra work to accommodate the situation.

That, however, didn’t seem to fit into the picture presented by the latest incident. "It seems to be something that has been building up since May," said Unit Chairman Garry Carlson, who discovered that pickets had been on the street for 45 minutes when he arrived for work at 7 a.m. They left some of their number inside to handle any emergency that might arise.

Carlson and Vice-Chairperson Cathy Wormald said morale had reached a low point and that there appeared to be two underlying reasons: a breakdown in communications with supervisory staff and constant threat of discipline.

The last disciplinary action had come the day before with the one-day suspension of a Practical Nurse. The suspension took effect on the day of the walkout.

Hospital Administrator William Morrison, not directly involved in the dispute, said he felt the job action had been triggered by the suspension. But Bill Muir, Senior HEU Staff Representative in Victoria, disagreed. Like Carlson and Wormald, he looked on the walkout as the outgrowth of ongoing problems in the hospital.

Not mentioned in connection with the incident — but also not forgotten — was one other factor: during the summer there was a movement among the Gorge Road Registered Nurses to join the Hospital Employees’ Union for purposes of bargaining. But the Registered Nurses Association of B.C. successfully withstood the challenge by winning a representation vote by a narrow margin.

Some ill feelings were reported to have lingered well after the early October vote. But no one could really say whether this had any impact on an already low level of morale.

Whatever the case, there seemed to be at least some ray of hope as the Guardian approached its deadline time. Representatives of HEU and the Health Labour Relations Association met after employees had returned to the job in the afternoon. They recognized the existence of a problem and agreed to hold further exploratory talks.

HEU’s Muir looked on the first meeting as "encouraging."

But the solution, if there was to be one, still lay somewhere down the road.

Parading Gorge pickets greeted early risers. Below, sign expresses sentiment.

Union gearing up for seminars

Have you ever wondered what makes your union tick? The answer, of course, is people like yourself.

But it goes a little further than that.

The people who make the union run need to know something about the gears and the rest of the mechanism. When and where to apply oil, or a stiff turn of the wrench, is something that requires study. And study it will be.

The thinking caps should be dusted off in preparation for some upcoming union seminars. Earmarked for early 1980 (no dates have been set yet), they will deal with such important items as grievance procedures and duties of shop stewards.

The importance of labour education is underlined by the fact that the "teachers" themselves will be in for a little instruction.

Ray McCready, HEU’s Director of Membership Services, will be undertaking a job that has been referred to as "teaching the teachers." His students will be staff representatives.

Jimmy always had a cheery word

"The one thing I always remembered about Jimmy was that he was always dependable and willing," Maurice Dunn, who made the comment, had been Jim McCall’s supervisor in the building services division of the Cancer Control Agency. Jim, a member of the HEU Cancer Control Unit and employee of the agency for more than 14 years, died Sept. 28. He was 59.

A veteran of the Second World War, Jim was a member of the Royal Canadian Legion, was on the Board of Managers at the Gordon Presbyterian Church in Burnaby, and over the years had organized soccer, baseball and hockey teams. A large collection of records stood as testimony of his love for music.

Survivors included his wife, Eva, a daughter, Janet, and two granddaughters, Kim and Colleen. Members of Jim’s unit had offered thanks to all those who made donations. As a result, a cheque for $87 went to Mrs. McCall.

They also had something else to offer — a final word about the man: "Jim will be missed by his co-workers and many friends," one said. "He always had a cheery ‘Good Morning for all.’"
there's a price on fighting the good fight

Arbitration.
The word has a familiar ring to anyone even remotely concerned with the ever-growing problem of the union.

It is a necessary function in the world of industrial relations—a means of breaking an impasse and ensuring that justice will be served.

The average union member thinks of it in terms of its results: the light at the end of the tunnel for the union.

What he or she doesn't see, as a rule, is the buying, the selling, and sometimes months of preparation that go into a single arbitration case.

Or the costs.

Some of those closely involved with such vital work mention this merely as a point of interest. There is no intention on their part to complain about costs or the general lack of knowledge.

They tell you that winning battles for the membership is sometimes expensive in dollars and cents, but at the same time a worthwhile investment in the Industrial Health and Safety Regulations and will become effective as they are proclaimed.

This one, for instance, strengthened the right to refuse work:

26(1) No person shall carry out or cause to be carried out any work process or operate or cause to be operated any tool, equipment or apparatus if that person has reasonable cause to believe that to do so would create an undue hazard to the health or safety of any person.

26(2) Pursuant to clause (1) a worker who refuses to carry out any work process or operate a tool, equipment or apparatus shall forthwith report the circumstances of the unsafe condition to his supervisor or employer.

26(3) The supervisor or employer receiving a report made under clause (2) shall forthwith investigate the matter and (a) ensure that any unsafe condition is remedied without delay, or, (b) if it is not practical to do so, he shall then notify the Board of such condition and the report.

26(4) When the procedure under clause (3) does not resolve the matter and a worker continues to refuse to carry out a work process or operate a tool, equipment or apparatus the supervisor or employer shall investigate the matter in the presence of the worker who made the report and in the presence of one of the Industrial Health and Safety Committees or another person who is selected by a trade union representing the worker, or, when there is no Industrial Health and Safety Committee or the worker is not represented by a trade union, any other reasonably available worker selected by the worker.

26(5) When the investigation under clause (4) does not resolve the matter and a worker continues to refuse to carry out a work process or operate a tool, equipment or apparatus the supervisor or employer shall then notify an officer of the Board who shall investigate the matter without undue delay and issue whatever orders he deems necessary.

When safety's the question, simply back away

You may have wondered what rights you have when confronted with the question of safety on the job. Whether a reasonable doubt was entertained, or some action.

If so, you will probably draw encouragement from new regulations issued by the Workers' Compensation Board. They involve new rules and changes to the Industrial Health and Safety Regulations and will become effective as they are proclaimed.

This one, for instance, strengthened the right to refuse work:

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RNs win close vote at Gorge Rd.

A group of registered nurses at Gorge Road Hospital in Victoria missed by a narrow margin in an unprecedented move to join the Hospital Employees' Union.

A representation vote called by the Labour Relations Board showed 44 of the nurses in favor of joining the Registered Nurses Association of B.C., as bargaining agent, with another 38 voting for HEU. There was one spoiled ballot.

A philosopher is one who realizes that his creditors are more even worried than he is. —(From Unity, publication of the National Employees Federation of Australia.)

Look at life this way: Today is all you've got.

(The following came across the editor's desk under the heading of "Why Worry?" but without comment or mention of source.)

It was received by the editor as an important piece of advice. Alcoholics Anonymous gives to the recovering alcoholic. For the alcoholics, it would seem particularly significant at this time of year. And, for the rest of us, it also seems to have something of value to offer.

First: And this is something we should not be worried about — yesterday. With its possible adversities, its burdens, its large promise and poor performance. Tomorrow is also beyond our immediate control. Tomorrow's sun will rise, either in splendor or behind a mask of clouds. But it will rise. Until it does, we have no stakes in tomorrow; for it is as yet unborn.

Today: It's here, in the forefront of our thoughts and actions. It is our only real contact with reality. This is the day which we must face, for this is the day that will be for us what we have made it. Which is to say, the day will be as we make it, and we decide what we are going to make of it.

Let us, therefore, live but one day at a time.

Two more units Added to Island

The union continues to record organizing successes on Vancouver Island.

The Tahsis Hospital and Nanaimo Travellers Lodge were added to the list with notification Nov. 19 that HEU had won certification as bargaining agent for employees at both.

This comes on the heels of certification at Yuquot Lodge, Comox Valley, where bargaining is underway.

Initially, the union will represent some 25 employees of Nanaimo Travellers Lodge, a long-term care facility. But the figure should swell because of expansion plans by the lodge.

As well, the union will represent the hotel community on northern Vancouver Island, some seven employees of the Tahsis Hospital Society are covered by the certification.

Laure Creemian (girl with guitar) has been touring B.C. and western United States with case of "Up With People." The daughter of Len Creemian, Trail Regional Hospital LPN and active member of HEU, Laura was also a member while working at Columbia View Intermediate Care Lodge. She joined the popular music group last July at Tucson and will travel with it for a year. She sings, writes music and has taught herself to play the acoustic guitar, accordion, organ and flute. Despite her show business side (she acts as mistress of ceremonies), Laura's goal is to join the RCMP.
Bursary, legal aide all in the family

If the Lipscombe family of Summerland is seeing double these days it's with good reason. Simply by chance, separate union assistance programs helped bring benefits to mother and daughter. Moira Lipscombe, a member of the HEU Summerland Unit, found herself with a frustrating consumer's problem and turned to the union's legal aid program for help. "I wish to express my appreciation for the legal advice received from McTaggart, Ellis and Company," Moira wrote in a letter to HEU Secretary Business Manager J.D. Gerow. "I obtained the necessary proof suggested by them in their letter, and presented this, together with their letter, to the firm involved and received an immediate cash settlement in the form of a cheque for $300." When there was Moira's daughter, Jan, who was hoping for assistance in obtaining her educational goals. As it turned out, she was the winner of the Summerland Unit's bursary, which covered this time of money raised through a flea market. Some units, like Summerland, arrange bursaries on their own. These are apart from those offered annually as part of HEU's ongoing program of educational aid to children of members, and to members themselves. The union has been careful to point out that it is a bursary rather than scholarship program. The idea is that bursaries are better able to combine need and competence. There are seven recipients of HEU's general Bursary Program for 1979-80, four of them union members, and three dependents of members. Letters from the recipients indicate just what the bursaries mean. "The money will mean a lot to me," writes a recipient. "It will enable me to complete my training and enjoy a better quality of life." About the work the bursaries mean, Jan says, "It will mean to me that I will have the opportunity to reach my goal and help others at the same time." The union has provided this help and assistance in the form of a cheque for $500 to Moira Lipscombe, a member of the Summerland Unit. The cheque was presented to her by Secretary Business Manager J.D. Gerow in a ceremony held at the union's summer meeting in Summerland. In his remarks, J.D. Gerow said that the union is pleased to be able to provide assistance to its members and their families. He also praised the union's officers and staff for their hard work and dedication to the union's members. The union has a long history of providing financial assistance to its members and their families, and this bursary is just one example of the union's commitment to its members. The union appreciates the efforts of its members and their families, and is proud to be able to provide assistance in times of need.
After long delay, a time for double bargaining

Someone is given to playing with time and adjectives might have called it a case of killing two birds with one stone. But when you're talking about the uncertainties of labour relations, you have to wait awhile to see if the stone hits either target.

In this case, it was a matter of attacking both the 1980 wage re-opener dispute and the comparability formula issue at the same time. The doubling up was proposed by the Health Labour Relations Association and agreed to by HEU's Provincial Executive.

As this issue of the Guardian approached its deadline the issues were in the beginning stages of 17 allotted days of pre-Christmas hearings before the Pacific Coordinating Formula Arbitration Board. Still to be dealt with is the 1979 wage re-opener. The matter has gone to the B.C. Court of Appeal. In appealing the arbitration award signed by Dalton R. Larue, HLRA has based its argument on the belief that the board erred in its interpretation of the provisions of the Anti-Inflation Act.

The comparability issue -- involving comparison with health care wage rates of the B.C. Government Employees' Union — was to be dealt with in two stages under provisions of the H. A. Hope Arbitration Award of July 28, 1978. The first stage was to apply to the last collective agreement, the second stage to the current contract.

Members of bargaining committee reviewing material are, sitting, left to right: Albriea Dorval, John Weisberger, Dorothy Patton, Gordon Meagher; standing: Jim Amos, left, and J. D. Gerow.

But, as it turned out, nothing was to move quickly. HLRA challenged the right of HEU to arbitrate, and a year later the matter was still in process.

Board as union nominee. It wasn't until this September, some 14 months after the Hope Award, that the union had cleared that hurdle. The Labour Relations Board ruled that Gerow was eligible.

Because of the long delay in getting the comparability formula in place, the union was quick to agree with HLRA's proposal that it be dealt with at the same time as the 1980 re-opener.

When the union and HLRA bargaining committees exchanged positions in October on the 1980 re-opener, it was obvious that agreement was a long way off.

The union sought a wage increase of not less than $1.50 an hour, a cost-of-living adjustment, double time for overtime and various other improvements. HLRA, with neither an offer on wage increases, opposed COLA and any change in overtime. Beyond that, it proposed a rollback in severance allowance and removal of contract language dealing with the Apprenticeship Program. Job evaluation, HLRA said, should only be administered by the employer.

ONE...

...or the other.

The choice is yours. When you have your job at a British Columbia hospital, you can get an application form for the HEU Honorable Wieldoff Card from your Shop Steward. You can fill it out and get your card from the Provincial Office.

Then, when you go back to work, at your old job or at any other HEU hospital, you can hand over your card and avoid paying a tax dollar initiation fee. Do you forget the card... and then you can pay the ten dollars.

The wheels are already in motion for a convention that's still several months down the road.

Set for either late May or early June, it will be a combined biennial convention and wage policy conference. The time and place will be announced later.

Meanwhile, mound of papers are starting to piles up at HEU headquarters as the necessary data is gathered in advance.

When the convention is held, the individual units begin to set their planning time for overtime and for the union bargaining committee.

"Now's the time for them to start thinking of their constituents' interests and resolutions," says HEU's Business Manager J. D. Gerow.

Resolutions and amendments must be at the provincial office 60 days before the convention. Under the same rules, notice of the convention (time and place) has to be given 120 days in advance.

ambitious plan

Kids of Sunny Hill in for better deal

The Sunny Hill story is one of long, hard effort. A sod-turning ceremony Sept. 24 capped 10 years of tough planning, negotiations with the Health Ministry and the hospital for a major face-lifting and expansion program.

If all goes well, the new-look Sunny Hill Hospital for Children should receive an official opening ceremony about a year from now. It is a $4.3 million undertaking that will lift the hospital from its present 57-bed status to add a number of features. Additions will include large physiotherapy and occupational therapy facilities, a gymnasium, indoor swimming pool, a new and enlarged pre-school and kindergarten area, classrooms and administrative space.

The existing building, opened in 1965 by Princess Margaret as a modern tuberculosis hospital for children, is in for a complete renovation.

In addition to all of this, a minimal care unit is being constructed to provide a group home-like facility for children being prepared for discharge to their own homes, group home, or some other more independent set-up.

Sunny Hill provides rehabilitation and extended care services for children from all over B.C. Those who come to range in age from infancy to 19 years. They are provided with treatment programs for surgical rehabilitation, rehabilitation assessment and rehabilitation maintenance programs.

The plan for a greatly expanded Sunny Hill actually moved from the dream stage to reality when B.C. Cabinet Minister Robert McClelland (then health minister) personally turned the sod.

Unsung hero may be you

I am the lifeblood of the economy, the key to my nation's success.

I am used, I have always been used. It was through me that they made yesterday possible, today bearable, and through me that they hope to build a bright future.

I am the symbol of comfort to the world. I am the one who is being sold for what I offer, but not for what I am. The rich man needs me as he needs shoes. And, like his shoes, I am walked on until I show signs of wear. Then I am cast aside.

I am for the most part stable, the substance of my community. I am my warmth, its soul, its sense of love. But at the same time I am anonymous, faceless, hidden by the bloated image of the powerful.

I am the one who has made all things possible for you. Yet you pass me in the street without noticing me.

I am, therefore, living proof of a society that takes all things for granted.

I am a worker.
Suddenly, the union was a part of her

Like a lot of other people, Wanda Ricketts didn't become an ardent unionist overnight. It wasn't until some time after her third appearance in the health care field that her interest and activism grew.

Today, as a member of the Provincial Executive, she is well known to the HEU membership. Some know her for the role she played in the early 1980s; others know her for her ability to blend the passion of the union's progress — including an early victory for equality on a local level within the hospital department.

Wanda was born in Columbia, Wanda was born in Rosland and made her initial appearance in health care at 17 years of age when she went to Eielson (Now Riverview) to work as a registered psychiatric nurse.

But a couple of years later she opened a new door on some other avenues, one of which involved a three-year hitch in the Royal Canadian Air Force. As might be expected, she ended up as part of the big medical team in the service.

Back on Civvy Street, Wanda made her second appearance as a hospital worker, this time as a nurse aide at Vancouver General Hospital from 1952 to 1954. After another hiatus she was back at VGH again in 1957 and remained there 22 years.

She began as a nurses aide, then moved into radiology as an assistant and in 1970 began working in the portering system. Eventually she became dispatcher of porters, a job she holds today.

Wanda thinks it was about 1959 or 1960 when the union first began to have a meaning in her life. "I'd been working about three years in radiology and not really thinking much about what was happening," she recalls. "I hardly ever went to meetings."

"Then Phil Forsha got me interested in what was happen-
ing. I have to give him credit for that. He and his wife were killed in a car accident. But it was because of him that I got started." As her interest grew, so did her participation. She became a shop steward and began attending seminars at Parksville and Vancouver.

Along the way she also served as chairperson of her unit's committee for assisting the sick and as unit assistant secretary. The next step was to the Provincial Executive several years ago.

While the union's major overall breakthrough in equality came in 1973, it was some four years earlier that Wanda led the successful fight for the same objective in the radiology department at VGH.

"It was a fight for equal pay for equal work," she says. "We were working alongside orderlies. They were getting orderlies' pay. We were getting aides' pay for the same work."

"It was a hard struggle. It lasted a year or more. But we finally got through it." And Wanda's decision to mount that battle was based on the same premise that is still so important to her today.

"I believe the same work should get the same money."

She has taken part in the organizing of nursing homes and as a result, has maintained keen interest in developments in this more recent area of responsibility for HEU.

After the long days of work were nearly two decades to closely observe the labour relations scene, Wanda feels the membership has been served well by its union.

"I think we're in pretty good shape," she says.

Aides laid off

Union fights threat posed by Cavell

When Edith Cavell Private Hospital started laying off nurses in October, replacing them with graduate nurses, the Hospital Employees' Union decided to act on what it considered a thinly-disguised attempt to rid the hospital of the union's presence.

This meant taking its case to the Labour Relations Board, and by the time the union had at least part of the answer it was looking for, in a written decision that followed a hearing, the board ruled that the graduate nurses should be in the HEU bargaining unit at Edith Cavell.

At the same time, however, the decision didn't touch on the plight of some 25 nurses who were still waiting in the wings after the Oct. 3 to Oct. 17 layoffs. There was no move to restore their jobs.

Union officials have noted with interest that only about 14 grad nurses were hired in place of the 25. Two other nurses aides were retained by the hospital to work the night shift.

The HEU staff people who have been involved in the Edith Cavell struggle display no intention of giving up the fight for the nurses aides.

The first move was to notify the employer that the union intends to negotiate on behalf of the grad nurses. It would settle for nothing less than the standard wage rates for Registered Nurses.

There was a belief in some quarters that the hospital would relent the fact it hadn't been prepared in the first place to settle for the aides rates established by the Owen-Flood arbitration. Those rates, fixed at about 90 per cent of the regular knoctlace tariff, would have been well below the grad nurse level.

The Owen-Flood award involved seven private hospitals and was seen as a trend-setter in that sector of the industry.

New post for Rolfe

In case you hadn't heard, the career of Bill Rolfe has passed another milestone.

Rolfe, who honed his capabilities in industrial relations with both the Hospital Employees' Union and Health Labour Relations Association, now finds himself on the Essential Services Advisory Agency as director of research and programs. His mandate began in September.

The agency is described as an independent body. It is under the chairmanship of well-known mediator Clive McKee.

Rolfe, who spent about four years on the HEU staff, was serving as director of technical services when he left in 1973 to fill an industrial-relations post with HLA.

Making news? Let us know

There's a great silence out there.

And it's about time it was broken.

Most of us are interested in knowing what is happening in the various HEU units.

We'd like to hear about your social whits (not necessarily the kind that have heads spinning), but unit activities, retirements, parties... and special achievements.

The Guardian is in need of both stories and pictures from the units. Right now there's only a trickle. We could stand a little healthy flooding.

Who knows — if you've accomplished something particularly worthy at the local level it might be catching Other units might want to put the idea to work after reading about it.

A couple of points to remember:

1. If you're relying on pen and pencil, it really helps for others to read with ease: difficulty; print any names in reports and letters in block capitals or at least two initials.

2. In submitting news, the Guardian is not running color pictures. Color photos from union offices will be handled, but the process is more difficult. Try, wherever possible, to use black and white film.

Thy name is apathy

(This novel message concerning the importance of playing an active role in your union's affairs is passed along, courtesy of the Kamloops Unit.)

Once upon a time there were four men who belonged to the same union. Their names were John Somebody, Jim Everybody and Roy Nobody.

EVERYBODY thought he would like to go to the meeting, but he figured SOMEBODY was not friendly with ANYBODY. So nobody went.

EVERYBODY was asked to attend meetings, to work on committees, to give his ideas and suggestions, but he thought ANYBODY would want to attend and work, and at least SOMEBODY would do it. But nobody did.

Whenever there was a job to be done, EVERYBODY agreed with ANYBODY that SOME- BODY would do it. But NOBODY did.

Precious memories: these four men belonged to the same union and guess who got all the benefits from it? You're right, nobody.

Don't let this happen to your union. And if this is the case, remind your responsibilities and reap the benefits.

That way SOMEBODY can tell you what ANYBODY knows: EVERYBODY will be a winner, nobody a loser.
The next time you feel an irresistible urge to walk into a bank vault call Bernie Geh- ron.

“She’ll not usher you in, but all you down and serve you a drink.”

“The bar will be in the vault,” she says in a matter-of-fact way about the neighborhood pub she and husband Don are about to open in Maple Ridge.

Appropriately named the Billy Miner Bar, Bernie is the first man to successfully stage a bank robbery in Canada, the pub sits in an historic Bank of Monte- rey building at the foot of 224th Street and 124A Avenue. The town is known as Old Fort Haney.

The pub-goer’s gain is going to be the union’s loss — except at times when members will be dropping by for a cool one and a touch of nostalgia. Bernie hired the staff, then ran it in the landmark building they are acquiring.

“Actually, she moves less than her job description,” is a fond memory of a staff representative with a winning personality who has someone big on compassion, but tough when

Labour/Management workshop

By Dolores Bell
Victoria General Unit

On Saturday, Oct. 13, 1976 a “first” was held for the Victoria General Hospital Unit at the School of Nursing Auditorium, a joint workshop of manage- ment, supervisors and HEU executive and shop stewards of Victoria General. This one day workshop was arranged by the Educational Resource Centre, Director of Employee Relations and our unit to further understand- ing of the collective agreement and improving com- munication between the vari- ous parties responsible for administering it.

The introduction was given by John Melehan, Staff Development Officer.

Bill Kirk (SMLA) was the first speaker who spoke on Indus- trial Relations, collective bar- gaining and education in regard to these items.

The next item on the agenda was a symposium on the roles of Shop Steward, Supervisor and Department Head, given by Sandy Flett (HEU), P. Payer (Supervisor) and T. Corbett (De- partment Head).

Question and answer period followed.

There was then the roles of the HLRU given by B. Donald, Executive Director J. Fair and HEU Bill Muir (Regional Rep.). Bill did an excellent job of ex- plicating the structure and origin of the union.

Question and answer period followed.

Vivien Kirk (Secretary-Treas- urer, HEU) and P. M. P. O’Brien, Director of Employee Relations entertained with an employee- Department Head skit. “We will have to watch that we don’t lose Viv to the theatre.”

By McLeod

Many often remember the obstacles of the present because of his concern about what he might choose to do next. He would rather look ahead than down.

The image in the distance may be imperceptible, but there is a certain excitement to the anticipation it engenders.

It is at this time of year, when we are jolly — perhaps even giddy — that many of us turn into instant, bouncy-eyed prophets. The Guardian Guru, however, is no ordinary prophet. He is with us as we set sail into another year. And he tells us he can make the unpredictable predictable.

This, then, according to the G.G., is what we can fully expect in the first year of the Eighties.

Prime Minister Joe McTeer will stand at the Wailing Wall of Jerusalem and say it is a crying shame. Not the wall, but the fact he couldn’t move the Cainsville cemetery there. Then he will return to Ottawa and announce that he is moving the Canadian capital to Massey’s Jaw. Screams of protest will come from the people of Moose Jaw.

The PM’s Bitter Half, Maureen, will divine in an interview with Backstage Magazine, that Joe is not a man after all, but a robot she built secretly with the help of Alberta oil interests. She will also express a fear that the parts may wear out before the next election.

For the 104th consecutive year, the progressive city of Vancouver will lobby for the immediate need of rapid transit — and for the 105th consecutive year, it will be ignored.

President Carter will move out of the White House to make room for his wife’s ever expanding personal staff, which by the end of February will number 1,314. (The half figure denotes a midget who works as a tour guide and a 19th century romance novel.)

In the Spring the Washington Post will report that Mrs. Carter has been suffering from a chronic disease of one of her handmaidens who refused to remain at arm’s length from her footmen. Critics will call it a knee-jerk reaction.

The Social Credit Dirty Tricks will come into full bloom with 477 party people confessing that they have written fraudulent letters to newspaper editors. Punishment will be swift. The 50 worst offenders will be summarily sent to the B.C. Provincial Party for the next provincial election. The rest will have to submit to two months of lectures on the classics and Jim Naismith. All will promise to confine future natty and deceptive letters to Ann Landers and Santa Claus. By summer’s end newspaper editors will unite in a call for the resignation of the Social Credit. Alberta will solve the Canadian unity problem by dipping into its huge energy fund big time. It will declare Quebec a branch office, then close it and move the employees (Quebec residents) to head office where they will work for the minimum wage.

Premier Bennett will declare the news media an enemy of democracy and blame it for (a) bringing the shortcomings of his government to public attention, (b) causing a decline in public morals and depression of world markets, (c) 24 days of rain and a personnel crisis of speculation. When reminded of the role the media has played elsewhere, he will denounce the Washington Post for exco- vancing Watergate and Nixon.

Alberta will declare war on Ontario and threaten to send infiel- ders. Ontario will retaliate by threatening to move Toronto across the border. Truce will follow immediately.

Newfoundland will start telling Western Canada jokes. But they will be told a half hour later in Newfoundland and thus missed on the hourly news in the west.

Health Minister Rafe Mair will propose legislation for the compulsory confinement and treatment of all people with Italian arches and bad breath. Under the bill, bad breath on the streets or in the back of a cab at 5 p.m. would be considered a criminal offence. Reform to take off shoes on demand for foot inspection would also be punishable under the law. Confine- ment and enforced cure would be carried out at the Vancouver Liquor Store, which was originally intended for compulsory treatment of drug addicts.

For those who like solving riddles, this photo of a shop stewards’ meeting at the home of Liana Gate General Hospital Unit Chairman, was a worthy test. It’s not that the people in the picture are puzzling, just that their order of appearance and title seem to be a game for those who like trying to match names with faces. At any rate, the least likely to be found on the corner in Rod Dee, are right Bill Will, ward; Jose Cristobal, shop steward; Terry DeKur, shop steward; Row. Ten. Reg; Helen, senior trustee; Rosemary Green; shop steward; Pauline McLeister, conductor and shop steward, Rose. Three; Lois Reiner; chairman; Edith Codine, inner; Laura Wolfe, shop steward; Row Four; Rosie Deeter, shop steward; Rob Baker, shop steward; Gloria Smith, shop steward; Moe Meeker, shop steward; Krista Skold, secretary-treasurer; Pamela Johns, shop steward; Kathy Anderson, chief shop steward; Neil Anderson, vice-chairperson. (Missing from photo shop stewards Helen Galan and Mike Doherty.)