

# THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION 180

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1976 DEADLINE

## PACT TO END DISCRIMINATION



AN END TO DISCRIMINATION in Hospitals. Health Minister Cocke launches the initial project to eliminate wage, category and promotion discrimination in B.C. From left to right: W. G. Rolfe, Director of Technical Services, H.E.U.; R. S. McCready, Secretary-Business Manager, H.E.U.; The Honourable Dennis Cocke, Minister of Health Services and Hospital Insurance.

A history-making document passed across a Victoria desk top the other day signalling the dawning of a new era for women workers in the B.C. Hospital industry.

It is an agreement between B.C. Health Minister Dennis Cocke and the Hospital Employees' Union, one designed to bring full equality to women employed in the industry.

Wage adjustments affecting some 8,400 of the Union's 11,300 Members coupled with earlier anti-discrimination awards are expected to cost the province close to \$5 million in the first year. A vital term of the agreement is that the industry and Union negotiate an end to all discriminatory job features by the beginning of 1976.

The move is seen as an all-important breakthrough in the continuing fight against wage discrimination. It is the net result of untiring efforts on the part of the Union and the obvious concern shown by the comparatively new NDP Regime of Premier Dave Barrett.

### Major Roles

Outside of the Union, key roles have been played by Health Minister Cocke; W. J. Lyle, Deputy Minister in charge of the B.C. Hospital Insurance Service; Clay Perry, Administrative Assistant to Mr. Cocke; and Human Rights Act Director Kathleen Ruff.

Prior to the blanket agreement, Local 180 had met with the Government in late 1972 and early 1973 and had been told it was up to the Union to identify discrimination and determine the degree. The job was a long and hard one. It entailed a series of time-consuming arbitration hearings and week after week of preparations to elevate selected groups of Practical Nurses to a pay level with Orderlies.

Once the facts were brought out, the case proved and Awards handed down, the government entered the picture. There was consultation with Ms. Ruff and high level discussion with the Health Department.

The upshot was the province wide agreement.

The almost immediate effect is this: By the end of this year, or before, there will be a wage adjustment for the approximate 8,400 Employees earning less than

(Continued on Page 2)

## HIGHLIGHTS

- Anti-discrimination adjustment for all Employees earning less than \$669.50 monthly to be retroactive to first of year and put into effect not later than Dec. 31. About 8,400 members involved.
- Union and B.C.H.A. to negotiate timetable for ridding industry of all discriminatory features. Final deadline for cleanup is Jan. 1, 1976.
- Health Minister to take action himself if necessary to ensure that goal is met.
- Two Committees — Administrative and Appeal — to be set up as part of machinery needed for carrying out such a major operation.
- Expenses involved in job evaluation program of Administrative Committee to be shouldered by Union, B.C.H.A. and B.C.H.I.S.
- Pay Rate Adjustment Committee will continue to function, although it will no longer deal with cases based on female discrimination complaints.

## TIME TO ACT

# EQUALITY A MUST IN HEALTH MINISTER'S BOOKS

Dennis Cocke will not stand still for discrimination — in any form.

And now, as Health Minister for B.C., he has found himself in a position to attack it. He has done so by signing an agreement with H.E.U. to bring equality to women workers in the hospital industry.

Of the agreement, Mr. Cocke says:

"This signals my determination, and that of the Union's, to treat people in the industry fairly and equitably, no matter what their sex or their job."

He looks on the portion of the agreement dealing with a training program as especially important.

"I say this about the training aspect because I'm determined to make the hospital industry the best possible place to work — the best place to seek a career," he explains.

One of the terms of the agreement is to establish a training program for nurs-

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**"... To treat people in the industry fairly ..."**  
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ing personnel and others the Union feels may be in need of such assistance. It will involve planning by the Union and officials in Mr. Cocke's department, in consultation with the Departments of Education and Labor.

While the agreement is by far the most significant step yet in the battle to rid the hospital industry of discrimination, Mr. Cocke realizes there will be some people looking for an immediate solution to all related problems.

"I know we're taking some time and I

know some people will be impatient about that, but I hope they" come to understand these are really difficult matters that can't be settled overnight," he says.

"I believe the Union and the Government are taking a really important step here. It's a real accomplishment of which we can all be proud."

Where Mr. Cocke is concerned, the matter of the agreement has meant much more than the simple signing of a document.

He has been involved in discussions and has had members of his department take a look at the situation.

His keen interest in the improvement of health care services in general has been emphasized by the personal touch he has given to his portfolio. Unlike Health Ministers before him, he has opened his door to representatives of all groups in the field.

## EQUALITY FOR WOMEN AT LONG LAST

*(Continued from Page 1)*

**the \$669.50 maximum monthly Cleaner rate for 1973. The top increase, which will apply to nearly all, is \$37.50 a month. The handful requiring less to reach parity with the Cleaner will receive whatever lesser amount is involved.**

**The increases are to be retroactive to last January 1.**

The impact is as big as it is because of the fact women comprise about 85 per cent of the Union's membership.

The \$669.50 figure is not intended to suggest either a "bench-mark" job or a base rate. In fact, the \$37.50 adjustment will not boost everyone to this level. But the Cleaner category has been chosen because of its relationship to the categories that have suffered most from discrimination. It represents the lowest of the male maximum rates.

It stands now as a token adjustment, paving the way for the big job that lies ahead.

### **Impossible Task**

In the past — during the long reign of the Social Credit Government — it was impossible to attack the problem of sex discrimination at the bargaining table. But because the new government believes the obligations of free collective bargaining must be maintained and encouraged, it has directed that H.E.U. and the B.C. Hospitals' Association are to negotiate a timetable for eliminating discrimination. This means discrimination in all its job forms — wages, category, promotion and any other way it may show itself.

The deadline is Jan. 1, 1976.

At this point the agreement carries a stern warning. The Health Minister will undertake "suitable measures" to ensure that the goal is achieved if he isn't satisfied with the progress that has been made.

The agreement calls for the establishment of two committees, one to deal with appeals and the other for administrative and technical duties.

The Appeal Committee will have representatives from the parties to the agreement, including Ms. Ruff. Its function will be to ensure that satisfactory progress is made toward the end goal and to provide an avenue of appeal to anyone who feels she (or he) hasn't been fairly treated.

Upon its appointment, the Administrative Committee will begin immediate work in the area of job descriptions. This will involve administrative and technical duties concerning new job descriptions, as well as an evaluation program. The evaluation program will determine the appropriate relationship between the new job categories.

### **Share Expenses**

Expenses incurred by the Administrative Committee are to be borne by the Union, the Hospitals' Association and B.C.H.I.S. The committee is also going to have to make monthly progress reports to Mr. Cocke, the Appeal Committee and all parties affected by the agreement.

Under the agreement, the existing Pay Rate Adjustment Committee will continue

to function, but won't handle any adjustments based on male-female discriminatory arguments. The same would apply to any subsequent body replacing this committee.

**Mr. Cocke has agreed to fully honor awards already handed down by Arbitrator D. R. Blair in connection with discriminatory practices. Involved here are the \$144.25 pay hikes for groups of Practical Nurses, and adjustments for some Maids.**

**Those awards that have been made and which will be honored include: Creston Valley Hospital — Maids; Golden and District General Hospital — Maids; Windermere District Hospital — Maids; Kimberley and District General Hospital — Practical Nurses; Penticton Regional Hospital — Operating Room Practical Nurses; Trail Regional Hospital — Extended Care Practical Nurses; Royal Jubilee Hospital — Practical Nurses and some Maids.**

### **Training and Recognition**

The agreement reaches into another area of Union concern — proper training programs.

The Health Minister will instruct his department to work with H.E.U. in the setting up of such a program for nursing personnel and other Union Members for whom a similar need is established. This job is to be undertaken immediately in co-operation with the Departments of Education and Labor, with a full report to be made to Mr. Cocke not later than Jan. 1, 1974.

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*"In humble dedication to all of those who toil to live."*

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## EDITORIAL

### AN IMPORTANT CHAPTER

To an outsider, it might well be just another item of passing interest; one of those monetary gains for some faceless group or other. But to those closely involved — and others who will take a second look later — the agreement which has just been signed by the B.C. Government and the Hospital Employees' Union, Local 180, is really a significant document of our times.

The few printed pages add up to the breakthrough so long awaited by the working women of the hospital industry. They are now on the road to equality, the last of the barriers being swept aside by Government order.

While this is an agreement between Health Minister Dennis Cocke and H.E.U. there is reason to believe — because of its importance — that it is the first chapter of a success story for working women in British Columbia. For discrimination against the female employee exists in many industrial fields. And Human Rights Act Director Kathleen Ruff, who was a participant in the talks leading to the agreement, says the pact should serve as a "clear warning to all others who are still allowing discriminatory employment practices to flourish."

If history one day acknowledges the progress of the woman worker in this small corner of North America, it will be partly due to the efforts of this Union and the concern of the new Provincial Government. Critics who feel the Union dragged its feet in the fight for equality are unaware of the efforts that have been made and the insurmountable odds that were faced.

In the past, H.E.U. fought this battle at the only real arena available to it — the bargaining table. But it was a matter of throwing rubber spears at a wall of thick armor. The Social Credit regime of the day held the purse strings and sneered with contempt at those who would make the plight of the woman employee a negotiable issue.

Then along came the new crowd with the fresh outlook. And today, just under a year after the NDP took over, we find ourselves possessing a signed agreement with a Health Minister who knows that much must be done to right the wrongs of the past.

The initial wage adjustments will not bring all women employees up to the low maximum male wage level. There may even be some grumbling. There usually is, no matter what the nature of the advancement.

But let us remember one thing: this is a very important step in the right direction, one that many wouldn't have deemed possible not so long ago. And it is only the beginning. The agreement stipulates that all features that discriminate against the woman worker must be gone by 1976. It is now up to the parties to negotiate the timetable — if you like — pronounce the death sentence on discrimination. The fight against discrimination was initiated by the Union, and will be successfully concluded by the Union.

## FOR MEN TOO

### TRAINING PLAN TO TAKE FORM

In case anyone may be wondering, even the male member (remember him?) is going to benefit from the female equality package.

Some of the benefits affecting both men and women alike take the form of long-needed training programs.

Health Minister Cocke has agreed that officials of his department are to work with H.E.U. in consultation with both the Labor and Education Departments for the establishment of a major training and accreditation program.

It is to provide for established means of promotion, training and accreditation for Nursing and other personnel represented by the Union.

#### Set Deadline

Those involved in the structuring of the program are to report to Mr. Cocke not later than Jan. 1, 1974.

The Union has fought for a considerable time for a good training system. It has blamed the lack of such a program in the province for the acute Nurse shortage that has become so evident in B.C. hospitals this summer. The problem has stemmed from the indifferent attitudes of the former Government.

The idea advanced is to cover Trainees with an equivalent to the Apprenticeship and Tradesmen's Qualifications Act so that they would be paid while learning and not used as a source of "cheap labor."

Such an apprenticeship program would benefit those working in various categories, particularly Orderlies and Practical Nurses.

#### Aid to Orderlies

Some of the greatest value would go to Orderlies. (And that's where the good of the agreement to bring equality to the woman worker rubs off on the male).

Those involved in an apprenticeship program would end up with government certification. At the moment, there is an unsatisfactory licensing system for Practical Nurses — and no system at all for the Orderlies.

In isolated cases recently the Union has been successful in having some Practical Nurse Students declared Employees within the meaning of the Labor Relations Act. The result is to have them included in the bargaining unit for which the Union was certified.

As Trainees they weren't covered by the Minimum Wage Act. And the small stipend they had received previously while learning had been discontinued.

**The Practical Nurse Trainees who are members of the Union are now receiving \$2.00 per hour and wage negotiations on their behalf are underway.**



# LABOUR QUIZ HAS SURPRISE ANSWERS

**Question:** Australia — with a system of compulsory arbitration and labor courts — has, over the last five years, experienced:

- (a) more strikes per capita than Canada.
- (b) fewer strikes per capita than Canada
- (c) about the same

**Answer:** Australia experienced six times as many strikes per capita as Canada.

**Question:** More man hours of work are lost in B.C. each year through:

- (a) strikes and lockouts
- (b) industrial accidents

**Answer:** In a speech on June 11, 1971, B.C.'s minister of labor said industrial accidents cause the loss of six times as many man-hours of work as are lost as a result of strikes and lockouts.

**Question:** Which has the highest rate of unemployment? The lowest rate?

- (a) Canada
- (b) United States
- (c) Britain
- (d) Italy

**Answer:** Canada has the highest rate of unemployment; Italy the lowest.

**Question:** Why don't unions organize low-paid workers such as berry pickers and other farm workers?

**Answer:** Under B.C. law, agricultural workers are denied the right to union representation, and denied such other rights as Workmen's Compensation coverage.

**Question:** The \$27,000 purchase price for a house includes construction labor costs of:

- (a) less than \$5,000
- (b) between \$5,000 and \$10,000
- (c) over \$10,000

**Answer:** Only about \$4,000 of the final price is construction labor. The rest is land, materials, services and profit.

**Question:** Are wage earners receiving a larger share of Canada's wealth?

- (a) more than 20 years ago
- (b) less than 20 years ago
- (c) about the same

**Answer:** Much less than 20 years ago. Between 1960 and 1970, Canada's gross national product rose 123.7 percent while the average weekly wages in industry rose only 67.3 percent. Corporation profits after taxes rose 102 percent.

**Question:** What percent of the labor force is organized in Canada?

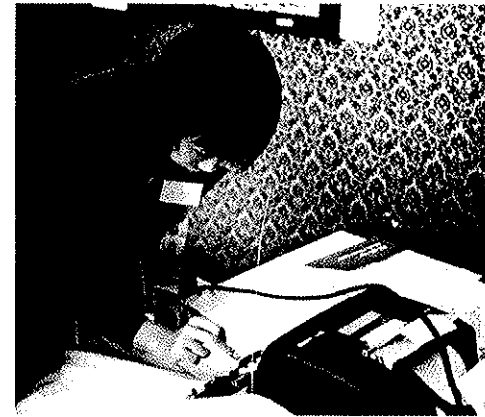
- (a) 60 percent
- (b) 45 percent
- (c) 33 percent

**Answer:** 33.6 percent. This compares with 42.3 percent in Britain and 70 percent in Sweden. The main difference is in the white collar field, where union organization has been strongly opposed by many employers in Canada.

**Question:** Which of the following are restricted by B.C. law in making political donations?

- (a) breweries
- (b) telephone companies
- (c) forest industry companies
- (d) trade unions

**Answer:** The answer is (d). Although these and other companies have no legal restrictions on their political donations, unions are prohibited from voting to donate any portion of their union dues to a candidate or party.



*WE KNOW IT'S going to cost, but how much? Shown above is Lee Whyte, H.E.U. Research Analyst who played a prominent role in recent "discrimination negotiations" between the Union and the Government.*

## DISCRIMINATION AND THE LAW

Discrimination takes many forms. It affects men as well as women. To extend services to these Members, the Local Union embarked on a Legal Aid Programme several months ago. If you are confronted with problems in the area of Marriage; Separation; Divorce; Pensions; Immigration; Mortgages; Wills; Traffic Offences; Estate Planning; make sure you take advantage of the Union's Free Legal Aid Assistance.

For further information, contact your Recording Secretary or the Union's Provincial or Regional Offices.

## A SENSE OF HISTORY

"The struggle against discrimination has no date for its beginning, and none for its end, but, step by step British Columbia's Hospital Workers have advanced against industrial intolerance. But this in itself is not enough. Vigilance and militance will be required to ensure that beachheads established in the hospital industry do not fall to the two most effective enemies of social change — tradition and lack of concern.

"In the past, indifference to human need has prevented this province from adopting a 20th Century concept of enlightened employment practices. What was needed was a catalyst to replace the indifference with genuine concern. That catalyst has been found in the person of the Minister of Health and Hospitals, the Honorable Dennis Cocke."

—R. S. McCREADY,  
Secretary-Business Manager, H.E.U.



THE MINISTER AND THE MAIDS get together after working hours to discuss problems troubling women workers in B.C. Hospitals.

## HEAVY *on the* LIGHT SIDE

Scattered over these pages you will find an overload of serious words dealing with equality for women. And that is as it should be. It is a serious subject, demanding equally serious attention.

It is, therefore, a pleasing experience to be able to devote these few pages to news of significant advancement in the fight to rid the Hospital Industry of discrimination as is practised against the woman employee.

And now that this has been said, I hope I will be permitted a few words (paragraphs, maybe?) on the lighter side of this subject. (The last time I did something like this I had to go into hiding for three weeks.)

At any rate, it should be pointed out that where my own life is concerned, the female of the species has always had more than equal rights. In fact, there have been times when I have considered pleading my own case before the Human Rights folks.

It is a sad story that dates back to a time when I was six years old and unaware of the great powers of the weaker sex. I had been given a bright new rubber ball that immediately caught the eye of the seven year old girl next door. She gave me the big-eyed sweet-talk approach in an attempt to win the ball as a gift. When this failed, she simply beat me up and took it.

I could argue that I had been taught never to hit a girl. But that would not be quite right. The embarrassing thing is that I tried to defend myself only to find that she had a faster left hook than I did and her footwork was much better.

The next embarrassment came eight years later when a school teacher handed me a jar of ink, smiled and said: "Such a big, strong boy — I am sure you can get this lid off for me."

With the whole class watching, I struggled, strained and grunted. But the lid wouldn't budge. The delicate looking girl across the aisle, grabbed the jar out of my sweaty hand. "Boys are weaklings," she laughed, removing the lid with one simple twist. Everyone laughed. Except me. I was too busy plotting her downfall. However, mindful of the beating as a six-year old, I never had the courage to follow through.

During my first month as a young newspaper reporter I was, as they say in Grade B movies, "Scooped." Not once, but twice. Each time I was the victim of a girl reporter.

Despite all these humiliating defeats, I actually went out and got married one day. It would be nice to report that I at last achieved a measure of equality. But it was not to be.

I have lost all of the 4,312 arguments that I have had with my wife, who, on more than one occasion has told me: "I may not always be right, but I am never wrong." And, although she says this in a joking way, I am beginning to think she is right on.

The list of embarrassments is almost endless. My wife can now beat me on the golf links and at the poker table. (I am a little timid about suggesting arm wrestling.)

That would all be bad enough, except that my daughter is an intelligent 13 year old who has long ago spotted the flaws of the poor male. Good old Dad can be talked out of or into just about anything.

Just last week, my dog refused to eat the food that had been placed before it. "Eat," I commanded, in my best masculine voice. "Eat."

The dog turned away from its dish, walked slowly over to me, grabbed my sandwich out of my hand and began to eat it. I sat there hopelessly.

The dog, you see, is a female!

—D.M.C.





AT SHIFT'S END, Dietary Members show the Health Minister how it's done at Victoria General.

## LIMITED BREAKTHROUGH

# NO SMOOTH RIDE ON ROAD TO EQUALITY

The major move to improve the lot of all women members of H.E.U. comes on the heels of the Union's series of hard-fought victories on behalf of selected groups.

Prior to the Government's agreement to take the broom to discrimination in a wholesale manner, the Union was working through one arbitration hearing after another to bring equality to Practical Nurses and a scattering of Maids.

The job, far from complete, involved countless hours of difficult work on the part of a lot of people.

The result was a wage adjustment for Practical Nurses at a number of hospitals, one looked upon by the H.E.U. at the time as the beginning of the end of discrimination against women in B.C. hospitals.

Selected groups of Practical Nurses were awarded increases of \$144.25 a month to bring them in line with the \$707 monthly rate of their male counterparts — the Orderlies.

### Found Loophole

Unable to satisfactorily solve the problem at the bargaining table, the Union found it could act on a loophole left in the collective agreement by the B.C.

Hospitals' Association and the now-defunct Mediation Commission.

The breakthrough came when Arbitrator D. R. Blair upheld the H.E.U. claim that 12 Practical Nurses employed at Kimberley and District Hospital were performing nursing duties substantially the same as their male counterpart, the Orderly, but at a lower wage rate.

Similar successes were recorded later in connection with the Extended Care Unit of Trail Regional Hospital and at Royal Jubilee Hospital in Victoria. In terms of numbers, the major victory was at Royal Jubilee, the province's second biggest hospital. It involved 140 Practical Nurses.

Mr. Blair also ordered adjustments of \$88 a month for Housekeeping Maids at Golden, Windermere and Creston because of the male characteristics of their jobs. The adjustment was retroactive to the beginning of the year and brought the monthly pay level of the Maids to \$581.00.

Selected Housekeeping Maids also received adjustments at Royal Jubilee, as did Psychiatric Nurses.

The loophole overlooked by B.C.H.A. and the Mediation Commission in 1972 allowed the Union to go after more

money for groups of women if it could prove there had been material changes in the skills, procedures and responsibilities of the women within the past four years.

### Plenty of Work

What was required was the repetition of one long hearing after another. In addition, there was considerable study, including days on end of interviews and the compiling of essential facts. Finally, there was the proper presentation of the Union's argument.

While the Union's batting average was pretty good at the arbitration hearings, it struck out with respect to the Maids in the Trail Unit. Mr. Blair ruled that sufficient material change in their work hadn't been established.

In the most recent pay rate adjustments of Mr. Blair, Operating Room Practical Nurses at Penticton Regional Hospital followed in line with the \$144.25 award.

This background is intended simply to demonstrate that the new agreement didn't come suddenly with the wave of a wand — that the Union was hard at work for many months in search of the proper remedy.

# TEXT OF AGREEMENT

## between THE MINISTER OF HEALTH and THE HOSPITAL EMPLOYEES' UNION, LOCAL 180

WHEREAS, the parties are aware of discrimination against female employees in the British Columbia hospitals, organized by the Hospital Employees' Union, and

WHEREAS, they are determined that such discrimination be corrected, it is agreed that:

1. (a) All employees earning less than the maximum Cleaner wage rate (\$669.50) in 1973 shall receive retroactive to January 1st, 1973, a salary adjustment of \$37.50 per month, or an amount necessary to achieve parity with the maximum 1973 Cleaner wage rate, whichever is the lesser. The parties agree that adjustment to the pay rates shall be in the hands of the employees not later than December 31, 1973.

1. (b) The parties agree that the Cleaner wage rate (\$669.50) was chosen because it is the lowest maximum rate identified in the existing wage agreement as applying specifically to male employees. In selecting this figure it is not the intention of the parties to suggest either a "benchmark job" or a "base rate."

1. (c) To ensure that the obligations of free Collective Bargaining are maintained and encouraged, it is directed that the Hospital Employees' Union and the Hospitals' Bargaining Agent, the B.C. Hospitals' Association, shall negotiate the timetable for elimination of discrimination in wages, category and promotion for female employees.

The parties agree that all such discrimination (of wage rates, job descriptions, promotions, and any other) shall have ended by January 1, 1976. If progress towards this goal is deemed unsatisfactory, the Minister of Health Services and Hospital Insurance shall undertake suitable measures to ensure that the goal is achieved.

2. To assist the Hospital Employees' Union and the B.C. Hospitals' Association to identify said discrimination and to eliminate it in Hospital employment and to provide an avenue of appeal, the following bodies will be created:

2. (a) An Appeal Committee shall be established to ensure that satisfactory progress towards this goal is being achieved and to provide an avenue of appeal for all parties and persons affected the members representing both parties to this Agreement and the B.C. Hospitals' Association shall be appointed by the Minister of Health Services and Hospital Insurance. In addition, it is understood by the parties to this Agreement that Ms. Kathleen Ruff, Director of the British Columbia Human Rights Act, agrees to serve on

this Committee, and the parties herewith express their agreement that she should,

2. (b) and an Administrative Committee consisting of a person or persons shall be appointed by the Minister of Health Services and Hospital Insurance to undertake immediately the administrative and technical duties associated with the development of new job descriptions deemed necessary by the Committee and an evaluation program to determine the appropriate relationships between the new job descriptions deemed necessary that this Committee will have available to it advice from representatives of the parties and the B.C. Hospitals' Association and from such other sources as are deemed appropriate. The Committee may, subject to the Minister's approval, employ technical consultants to assist in the work.

**The expenses authorized by the Minister of Health Services and Hospital Insurance to carry out this task will be divided in an appropriate way between the British Columbia Hospital Insurance Service, Hospital Employees' Union, and the B.C. Hospitals' Association.**

The parties agree that pertinent employee information pursuant to the execution of these tasks now in the hands of the British Columbia Hospital Insurance Service, Hospital Employees' Union, and the B.C. Hospitals' Association, shall be made available. Information in the hands of the hospitals concerned should also be made available to the Administrative Committee. Monthly progress reports of the Administrative Committee shall be made available to the Minister of Health Services and Hospital Insurance and to the funding bodies, and to the Appeal Committee set out under 2 (a).

3. Since the purpose of this Agreement is to eliminate discrimination, and since the parties are aware that discriminatory job descriptions exist, it is agreed that job evaluation under item 2 (b) will first be carried out on jobs whose descriptions and wage rates are agreed by the Administrative Committee to be non-discriminatory. Discriminatory jobs will not be evaluated. The new non-discriminatory jobs will then be evaluated.

4. The "Pay Rate Adjustment Committee" or its successor committee, if any, as defined in the Addendum of the 1972/73 Master Provincial Agreement between the Hospital Em-

ployees' Union, Local 180, and the Hospitals for which the Union is certified, shall continue to have the power and authority to deal with and dispose of pay rate adjustment requests (or Anomalies) not falling within, or subject to, the terms of this Agreement between the Minister of Health Services and Hospital Insurance and the Hospital Employees' Union.

It is also understood and agreed that the "Pay Rate Adjustment Committee" or its successor, if any, shall continue to function. However, it is understood that any pay rate adjustment request based on the claim or argument of male/female wage discrimination is not within the jurisdiction of the "Pay Rate Adjustment Committee" or its successor, if any.

The Minister of Health Services and Hospital Insurance agrees to ensure that the under-mentioned awards of Mr. D. R. Blair concerning changes in job content in the following hospitals shall be honoured and fully implemented and shall in no way be affected by the provisions contained herein:

Creston Valley Hospital — Maids  
Golden & District General Hospital — Maids  
Windermere District Hospital — Maids  
Kimberley & District General Hospital — Practical Nurses  
Penticton Regional Hospital — O.R Practical Nurses  
Trail Regional Hospital — Practical Nurses — Extended Care  
Royal Jubilee Hospital — Practical Nurses: some Maids.

The Union agrees to ask Mr. Blair not to bring down or make public any further decisions on job content disputes for categories involved in this Agreement.

5. The Minister of Health Services and Hospital Insurance agrees to instruct his departmental officials to begin work immediately with representatives of the Hospital Employees' Union to establish in consultation with the Departments of Education and Labour, a training program which will provide orderly means for the training, accreditation and promotion of non-professional nursing personnel, and to such other categories represented by the Hospital Employees' Union for whom a similar need is identified and agreed upon.



MEMBERS OF THE BUILDING SERVICE DEPARTMENTS from the Royal Jubilee and Victoria General Hospitals agree wage discrimination should be eliminated. Two of the Union Members depicted above have already received anti-discrimination Awards from the Standing Committee on Special Pay Rate Adjustments.

## UNEMPLOYMENT INSURANCE CLAIMS

*Many applicants for Unemployment Insurance are disqualified simply because they do not know their rights and responsibilities under the Unemployment Insurance Act.*

### DON'T . . .

1. Don't insist on working in a small local area.
2. Don't restrict yourself to working a certain number of hours or days per week.
3. Don't be tricked into demanding a certain rate of pay — say "I will accept the prevailing rate."
4. Don't sign any statement presented by the Benefit Control Officer unless you understand everything it says and agree with it; take it home and study it or ask your union rep or some other knowledgeable person for assistance.
5. Don't wait for your separation or termination slip before applying for unemployment insurance.

### DO . . .

1. Go to the Unemployment Insurance Office nearest your residence immediately you become unemployed and apply for unemployment insurance.

2. Register immediately with Manpower.

3. Make a reasonable effort regularly to find a job.

4. Keep a list of all the places you want to for a job.

5. Follow any instructions given to you by a U.I.C. officer or Manpower officer concerning finding a job.

6. State that you are capable and available for any suitable employment.

7. Attend any interview requested by a U.I.C. officer, Benefit Control officer or Manpower officer.

8. Keep in touch with your union office or business agent if you are a union member with respect to any U.I.C. problems.

9. If you feel you are disqualified unjustly **APPEAL** and **ATTEND** any hearings with an advisor if possible.

Many applicants for Unemployment Insurance are disqualified simply because they do not know their rights and responsibilities under the Unemployment Insurance Act.