

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION 180

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No. 4

COUNTDOWN TO CONTRACT

In this issue: KEY DEMANDS
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Getting set for negotiations is no small task. Meeting here to add final touches to Union's preparations are Bill Rolfe, Director of Technical Services; Provincial Bargaining Committee members Bob Raffle and Albert Tetz; Secretary-Business Manager Ray McCready, and other Provincial Bargaining Committee members Peggie Heinze and Pete Endres. (Absent are fifth member of Committee, June Murdoch, and H.E.U. President Bill Black.)

Just so many briefcases on the bargaining table. Or so it would seem to the uninitiated.

But those present when talks for a Master Agreement opened recently knew only too well that within those briefcases lay the hopes for the future, something representing a monumental task in planning, debate, research and careful preparation ranging over a great many months.

Step by step the Hospital Employees' Union had put together its case on behalf of 11,300 members, and now it was all ready for talks concerning the 1974-75 Agreement, a vitally important undertaking because of Government-imposed limits on the last contract.

Across the table the Hospital Industry's bargaining voice — the B.C. Hos-

pitals' Association — sat with its own set of demands.

High on the Union's list this time is a wage demand of a \$1 an hour increase or 25 per cent — whichever is greater — in a two-year contract. Right up there with it is the intention to begin negotiating an end to discrimination against the female employees. The recent Provincial Government-Union Agreement dictates an end to job discrimination before 1976.

The bargaining table marks the end of the line on a long journey for the many vital demands.

The beginning was long ago at the local Unit level and with the Provincial Executive. Then, everything began to come together at Penticton last May 26-27 during the Union's Third Provincial Wage Policy Conference.

It was there that 115 delegates from all over the Province thrashed it out and came up with the complete list of demands and set of priorities.

Such a conference is a constitutional requirement of the Union. Each Unit is represented and the results of the conference are binding on all.

This time there was a conscious attempt to limit demands in terms of number. A special resolution gave the newly-elected Provincial Bargaining Committee the right to accept or reject individual pay rate adjustment requests. The aim was to trim to acceptable size a contract proposal package that included 134 items last time.

The minutes of the conference are
(Continued on Page 2)

CECILIA McINNES**IT'S NOT EASY TO CALL IT QUILTS**

The hardest thing about being an active unionist is quitting.

Suddenly, there you are in a house full of memories, itching to be out there in the thick of things.

For proof of this you have only to ask Cecilia McInnes, a charter member of H.E.U.'s Kamloops Unit, who retired during the summer after holding various important offices on the Labor Front.

"It's a little rough to part with it all," she said one day recently, not long after Union and Management friends had attended a party to bestow further tokens of respect upon her.

"Actually, retiring is really hard when you've been busy in the Union and enjoyed it all."

Long Service

Cecilia McInnes was there before H.E.U. came to Royal Inland Hospital at Kamloops in 1951 and she stayed to serve 18 years as the Unit's Secretary and 10 years on the Provincial Executive, including the post of First Vice-President.

She was also active outside the boundaries of her own Union, spending 11 years as Secretary of the Kamloops and District Labor Council.

"I've walked on many a picket line," she says of her years with the Labor Council.

While she didn't hold office during the last portion of her Union career, people

continued to show their respect by coming to her with problems.

"They seemed to have the greatest respect for me. They would come to me for help. I guess it's because I'd had a lot of experience with grievances and I would never refuse to answer a question."

Cecilia's ways are catching. A daughter, Mrs. Lucille Rhodes, has served as a first woman Plant Chairman with the IWA at a Sooke mill, and a son, Raymond, is an officer with the United Transportation Union's Kamloops Local. Another son, Bob, is in business for himself.

Pay Tribute

Local Union friends and H.E.U. officers from as far as Vancouver attended the recent party in her honor, along with such management people as the Hospital Administrator. The Union presented her with a miniature Scales of Justice.

"I've got mementos sitting all over my house," she said, referring to a special pin, wrist watch and engraved tray.

But, while reminders of past services are nice, they can never really replace activity in the life of Cecilia. She completed a course in non-fiction writing and has written a number of articles dealing with the one thing she knows best — Labor.

"I don't like the thought of sitting at home twiddling my thumbs," Cecilia says.

COUNTDOWN*(Continued from Page 1)*

sent out so that everyone has the opportunity to be well-informed on all that is taking shape.

The next step sees the Union's Research Team swinging into action. It was faced this time, as usual, with the job of gathering a wealth of essential material — and making sure that it was accurate down to the finest detail — so that a proper case could be made for supporting each demand.

On Sept. 1 the Union served notice on all 79 hospitals (this has to be done on an individual basis) that it wanted to commence Collective Bargaining. Under terms of the Mediation Services Act, the hospitals must comply within five days or face penalties. The five-day requirement was waived by H.E.U. this time because of the complexities of the proposals but allowed the hospitals 10 days to prepare for the talks.

Negotiations began on schedule Sept. 10, lasted four days and were adjourned with further meetings set for Sept. 25 to Sept. 27.

The next step — if there is a breakdown — is for either party to seek the assistance of a third party, a Mediator. If there is also failure to reach agreement at this stage, the employers are free to lock out and the Union to strike.

Where bargaining is concerned, the hospitals have the choice of carrying the ball on their own behalf or allowing B.C.H.A. to represent them. It is an individual choice and only Lytton Hospital had decided to go it alone when talks got underway.

The rest are represented by B.C.H.A., whose official spokesman at the table is Joe Roberts. With him is the Chairman of the Management Committee, Kelowna Hospital Administrator Colin Elliott, and Committee Members Lyman Swenerton, Administrator, Cranbrook; John Bower, Board Trustee, Trail; Doug Dean, Personnel Manager, St. Paul's Hospital; Gord Storey, Personnel Manager, Vancouver General Hospital.

The Union's Provincial Bargaining Committee, elected at the Policy Conference, is made up of June Murdoch, Trail; Peggie Heinze, Prince George; Albert Tetz, Vernon; Pete Endres, Victoria General Hospital, and Bob Raffle of the Royal Columbian Unit in New Westminster. With them are Union President William Black, and from the Provincial Staff, Secretary-Business Manager Ray McCready; Assistant Business Manager Jack Gerow, Technical Director Bill Rolfe, and Research Analyst, Lee Whyte. Alternates to the Union Committee are Marion Perry, Kelowna; Gord MacPherson, Victoria General; and Bill Zomers, Mission.



You've heard of Lull Before The Storm; possibly this could be described as Laugh Before The Loss. Steve Rinfret (left) and Joe Roberts (centre) of B.C.H.A. find moment of amusement as they represent management's interests at Kimberley hearings where Practical Nurses made breakthrough for equal pay with Orderlies. With them is Kimberley Hospital Administrator M. J. Sykes.

HEAVY *on the* LIGHT SIDE

Gather 'round me chil'n and I'll tell you a modern-day (ferry) tale.

Once upon a time there dwelt in the Magic Kingdom of Vancouver Island a band of headhunters known as Tourist Trappers. Half of the time the people of this band could be found pouncing upon tourists. The other half of the time was spent running to the bank with valuables taken from their prey. They kept very fit this way. And happy.

Most of the unsuspecting tourists were brought to the enchanted Island Kingdom by the impressive big blue and white ships of the Bennett Navy. Then one day these ships — known to the common folk as ferries — stopped sailing. The ferry workers — a name that has confused people in other parts of the land — were on strike.

Many of the little joys of summer were gone. For instance, one could no longer enjoy the sweet relaxation of a five-hour delay in bumper-to-bumper traffic while waiting in the sweltering sun to board a ferry. Nor could one be entertained anymore by the sound that is made when a dog — trapped on a dock without trees — makes the most of one's car door. And gone was the man with the mournful bagpipes who had been hired by those in high office to test the endurance of weary travellers.

The most unhappy people of all were the Tourist Trappers of Vancouver Island. Without boatloads of Americans, Japanese and assorted Canadians to prey upon, they were forced to consider the possibility of stealing from one another. The cry of alarm went up. Motels, hotels and restaurants would be empty. Hundreds of employees would have to be laid off. People who normally thrived on tourism would soon be destitute and in need of welfare aid. Tourism's own orchestra — the Greater Victoria Chamber of Commerce — was offering up a concerto to An Empty Cash Register and demanding that the provincial government order the villains of Georgia Strait back on the job so that the money makers would not have this terrible interruption to their flow of cash.

Now, every (ferry) tale worth its salt water requires a prince of sorts on a white steed — a hero willing to ride off into the eye of the storm to slay the dragon, send the evil witch packing, or otherwise right the wrongs that have been done. Having found no likely candidates in the Chamber of Commerce All-Cash Register Orchestra, or among the unhappy Headhunters, I took this role upon myself and headed north on Vancouver Island with a cargo of plasma and cold beans for the tourism folks I truly expected to find wounded and starving along the way. I rode in a dirty yellow car on the theory that a white steed isn't all it's cracked up to be when confronted with a dragon.

And what sorrow I found in the stricken land. I met a tourist resort operator who wept openly because he had been kept awake all night by mobs of travellers trying to get onto his already overcrowded grounds.

"Yes," said another operator, "the strike is indeed a terrible thing and I'd like to take time and talk to you about it, but as you can see, I'm too busy with this overflow crowd of tourists I have at my place."

It appeared to the Prince in the Dirty Yellow Car that every tourist stranded on the Mainland by the ferry strike had been replaced by one stranded in the Island Kingdom, including a number of Kingdom inhabitants who would have left the Island for holidays had the strike not occurred.

Oh, there was the occasional vacancy sign. But generally the accommodation left was in the form of a dog house or woodshed. On one occasion the Prince was ushered into a trailer and charged more than he would normally be charged for the use of a full cabin. Things were so crowded and cluttered, as a matter of fact, that the family taking a motel unit because of the view of the sea would get up in the morning to find it couldn't see anything but the two campers that had been parked right outside the window overnight.

All of this kept the operator busy dodging between motel units and campers and peeking around trees to see that none of this huge crowd of overnight guests escaped without leaving the prescribed amount of gold. At one point he stubbed his toe and whimpered. Times were indeed bad.

Down at Victoria the situation wasn't any better. A friend of the Prince phoned five motels and hotels in succession and was unable to obtain accommodation.

And now that it is all over a growing group of Tourist Trappers says it is going to sue the ferry workers for loss of business. It might be just as well if this group doesn't call the Prince as a witness.

—D.M.C.

EDITOR LEAVING

NOW YOU SEE HIM

... NOW YOU DON'T

(This is the type of conversation that could have occurred recently in the Provincial Office of H.E.U.):

Don What-cha-m'call-it is leaving.

Don Who?

Not sure of the last name. He wasn't here long enough. I think he was named after a drink, or something like that.

Don Whiskey? No? Don Vodka, maybe? No?

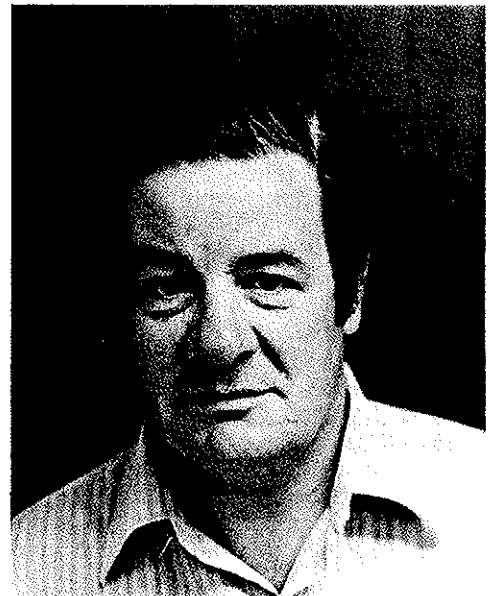
Oh, I've got it now . . . Don Mix.

Hey, now I know what you're talking about . . . it was Don Collins-Mix.

No, Don Collins; that was it. Related to Rum and Gin Collins, or something like that. Drinks named after an Irish ancestor who studied law and was called to the bar.

(Editor's Note: Yes, it is true. Like the tumbling tumbleweed, Don Collins will soon be rolling down the road again. Last spring he agreed to put out the Hospital Guardian for Local 180 and in July he became a regular staff member responsible for the Guardian, communications and some unit servicing duties.

And now, after three editions (one of



DON COLLINS

... Moving on

them was a special dealing with the Union-Government agreement on the equality of women) he is leaving Sept. 30 to take advantage of one of two opportunities that have arisen — a position on the West Coast that is still in the confidential stage, or a return to Ontario and his first love, the newspaper business.

He is not leaving without some regret: "I appreciated this job because I feel it gave me the opportunity to do something for the social cause — to strike the odd little blow of sorts for working people. And I have very much enjoyed my working relationship with the people of H.E.U.," he said.

B.C. GOUGERS EXCEL

BARGAINERS FACED WITH SHRINKING DOLLAR

Bargaining for a new Master Agreement has begun this time in the ever-growing shadow of the Inflation Monster.

With prices continuing their quick ascent without sign of relief, and prominent people beginning to speak out against "gouging," H.E.U.'s money demands couldn't be considered anything but reasonable.

In such a climate, the increase of \$1.00 an hour or 25 per cent over two years — whichever is greater — could hardly be expected to add to the personal wealth of a Hospital Worker.

Statistics Canada reported that the cost of living in Vancouver had risen .6 per cent from June to July — exactly the same climb it had taken between May and June. However, on a yearly basis, the figures were a little more severe this time. In June the rise for one year was recorded as 6.6 per cent — in July it was up 7.2 per cent over 12 months.

She Knows

As retailers and middle-men continued to blame the situation on everything but the weather, people like Beryl Plumptre seemed to be hitting much closer to the truth.

In fact, Mrs. Plumptre, who is Chairman of the Federal Food Prices Review Board, produced proof to back the argument that food retailers and processors were guilty of out-and-out rip-offs.

Or, as she put it, there had been real evidence of "double ticketing, misleading or unmeaningful slogans, binning and end-of-aisle rip-offs."

These, she said, had been "found so many times in B.C. that I feel it is my duty to speak out as strongly as I can against them."

The double and often multiple-ticketing, she explained, was the repricing of old stock with prices based on higher costs of new stocks. End-of-aisle rip-offs and binning involve displaying mer-

chandise in bins or piles at the ends of grocery store aisles.

Mrs. Plumptre said investigators found some of the bin articles marked as special sale items actually cost more than the same goods on regular shelves.

Research so far would appear to indicate that the 'gougers' may have been harder at work in B.C. than elsewhere in Canada — just one more sad note for working people trying to exist in this province.

Many Visits

Mrs. Plumptre's statements were based on the preliminary reports of researchers.

Eight have worked their way through 38 B.C. communities, spending time in 214 stores.

Warned Mrs. Plumptre:

"It may be that the overall national picture may indicate a better general performance (than in B.C.) by processors and retail outlets. In Newfoundland, for example, the chains appear to have been more straightforward in their selling."

She said it appeared evident to her that "in too many cases, particularly in B.C.'s urban areas, the consumer continues to be considered fair game and that many practices at the retail level seemed designed to confuse and mislead the shopper."

In backing up her claim that double-ticketing in B.C. is "rampant," she said:

"I have seen letters of instruction from some head offices to the store level requiring this practice to cease. But it hasn't."

Another piece of evidence:

"Last week in a supermarket in B.C., despite assurances by the manager that customers pay the lower of two prices, one of our researchers went through two different cashiers with double-ticketed items and was charged the higher price in each case."

Another point that angers Mrs. Plumptre is the sneaky reduction of content.

She produced some tins of Heinz baby food as examples.

"The processor also appears to be guilty of practices which confuse and mislead the consumer. We have found, for example, that some baby foods, soft drink product and a major brand of cookies have been reduced in content without a reduction in the size of their containers."

As a result, she said the consumer is often paying higher prices for lesser amounts than before without being aware of it.

SECHLT MEMBERS LEND HELPING HAND

Unionists — contrary to the Sermon of Greed that is always being preached by the Anti-Labor Folks — spend a great deal of time thinking about those less fortunate than themselves. And doing something about it.

The June issue of *The Guardian* told the side of the Union story the public seldom gets to see — the community work done by Union members and the donations to various causes.

And now the Sechelt Unit has added another healthy piece of evidence.

The H.E.U. members at St. Mary's Hospital, Sechelt, organized both a car wash

and a "South Seas Dance" to raise funds for two causes.

As a result, they have been able to donate \$306 toward medical aid for the Civilians of Vietnam, and \$166 to the Sechelt and District Retarded Children's Association.

MORE HEARINGS

Six hearings for Pay Rate Adjustments in the Fraser Valley and Lower Mainland are scheduled for a four-day period.

Included are: Lions Gate, Oct. 16; Royal Columbian and St. Mary's, New Westminster, Oct. 17; Surrey Memorial, Oct. 18; Chilliwack General and Maple Ridge, Oct. 19.

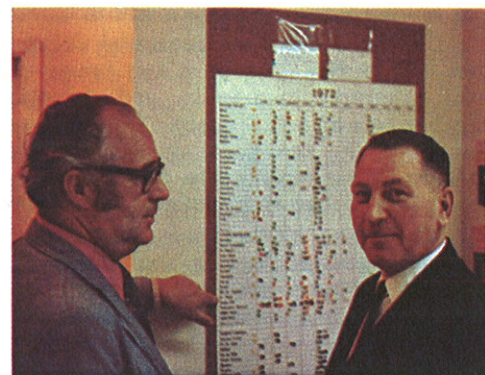


Chart showing busy season of meetings gets some attention from Ray McCready and Trail Unit Chief Shop Steward Sid Desireau.

LOOK TO FUTURE**NEW BLOOD PUMPED INTO LABOR DEPT.**

Some very special talents are being blended to give the B.C. Department of Labor the streamlining it needs to meet the challenges of today.

James Matkin, a young, respected academic is the new Deputy Labor Minister.

Jim Kinnaird, a hard-nosed veteran of some monumental struggles on behalf of the working man, is assuming the new role of Associate Deputy Labor Minister.

Bill Sands has stepped out of his long-time job as Deputy Labor Minister, but is being retained by the department because of his experience. He has the type of ability that can be combined effectively with that of the two newcomers. At the moment, no one has hung a title on him, but he has been classified as someone who will be given special assignments.

Sign of Change

The appointments were announced recently by Labor Minister William King a little less than a year after he had stepped into the top job. They reflect the change in attitude the NDP Government of Premier Dave Barrett brought to office 13 months ago.

Under the rule of the former Socred Government, the Labor Portfolio was treated like a poor country cousin. It was a part-time job for Leslie Peterson who was also Attorney-General. Later, it was turned over to one man — Jim Chabot — whose chief qualification seemed to be his ability to sit in the Legislature shouting "Commie" at NDP Members.

Because of the climate of industrial relations, the Portfolio is recognized today as a vitally important one. And Mr. King has gradually been putting together



WILLIAM KING

... A new team

the team he feels will allow his department to tackle whatever may await it.

At 31, Mr. Matkin is a University of British Columbia Law Professor who most recently served as one of three special advisors to the Labor Minister. He has a Master of Law Degree from Harvard, where he specialized in labor law, and he has studied under Special Watergate Prosecutor Archibald Cox. As far as experience goes, he has been involved in arbitration, mediation and the preparation of law reform reports.

Jim Kinnaird, 40, was Business Manager for seven years of a big Vancouver local of the International Brotherhood of Electrical Workers, but he is probably best known for the strong role he played in major confrontations between the

Building Trades Unions and the last Government.

Major Role

Acting in his capacity as President of the 60,000-member B.C. and Yukon Building and Construction Trades Council, Mr. Kinnaird was a strong force in the holdout of construction workers in 1972 against a Socred return-to-work order that had been rammed through to end a lockout-strike situation.

Mr. Kinnaird revealed himself as a man who minced no words when it came to making a stand against the compulsory measures of the Government. He brings to the job a real understanding of the complicated framework of the labor scene, particularly where it involves the mammoth construction industry.

Bill Sands has gained the respect of many for the expertise he has demonstrated in his 21 years as Deputy Labor Minister. Mr. Sands, who is 59, went to the job from the Trade Union Movement.

As new Deputy Labor Minister, Mr. Matkin will get \$39,000 a year. Mr. Kinnaird will receive \$31,000 and Mr. Sands, although leaving his former post, moves up from \$27,500 to \$33,000.

There have been some criticisms of the money involved, but those complaining have probably overlooked the savings the department has realized in dumping the ineffective Mediation Commission. The Commission, which didn't have the confidence of labor and much of the business world, was the brainchild of the Socred Regime. Its Chairman received \$42,000 a year and the other two members, \$40,000 each on a seven-year contract.

UNION SCHOLARSHIPS FOR FIVE STUDENTS

Two students from the Vancouver area, two from Victoria and one from Kaslo have been named the latest winners of Hospital Employees' Union Scholarships.

The scholarships, open to sons and daughters of active members of the Union, are offered by Local 180 and two of its Units at Vancouver General Hospital and Victoria General Hospital. The candidates must be entering one of a number of universities or colleges on a course that will lead to a degree, or the B.C. Institute of Technology in search of a diploma in technology.

Winners for the 1973-74 academic year are:

H.E.U. Scholarships, \$250 each

Andrew B. Makuch, 1112 Caledonia Ave., Victoria.

Andrew C. Leathwood, Box 363, Kaslo.

Vancouver General Unit Scholarships, \$350 each

E. Anne Harrison, 969 Tattersall Drive, Victoria.

Elizabeth Jessie See, 6870 Commercial St., Vancouver.

Victoria General Unit Scholarship, \$250

Deborah Anne Traill, 3565 Westmount Rd., W. Vancouver.

... A WINNER WRITES

Dear Sirs:

Your Scholarship of \$350.00 which has been awarded to me, will enable me to enter the University of British Columbia, there to continue my education. It is therefore with grateful

thanks that I accept the Vancouver General Unit Local Scholarship.

As I have explained to the University Awards Office, financial assistance is essential if I am to continue on into post-secondary education.

At UBC I shall be taking up one of the greatest challenges I have yet encountered, but I look forward to an interesting and vital education in the Arts. It is my belief that a thorough, liberal education not only develops a well-balanced individual, but that that particular person's contribution to the lives of those around her also becomes more meaningful.

Once again, thank you for helping to make this educational experience possible for me.

Yours sincerely,

ELIZABETH J. SEE.

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EDITORIAL

IMAGE OF THE FLUNKY

Try to imagine a factory turning out dolls that walk and talk, breathe, frown and fret — dolls with sweat glands and real indigestion. Indeed, these are dolls that do everything for themselves but one thing: they aren't self-winding; they have been carefully programmed and wound at the factory.

They do not speak their own thoughts. They make no decisions. They can only follow a pre-destined course until they wind down. What you would have, of course, would be the Negotiating Dolls of the B.C. Hospitals' Association.

That is the picture as it presented itself in the past. The question is whether we are in store for a change. For there is absolutely no excuse for things to remain as they have been.

In days gone by, the trip to the bargaining table has been one of frustration for the Hospital Employees' Union. It was tantamount to heading into the woods to talk to the trees about preventing forest fires. Across the table, the B.C.H.A. negotiators sat on their hands — buying time. There was no real intention to negotiate a worthwhile contract; nor was there any real power to do so.

The industry's Negotiating Dolls were able to point to the ruling Socreds and dictatorial Health Minister Ralph Loffmark, and claim helplessness. How could they negotiate when the government was determined to impose a 6.25 per cent wage increase on everyone? Why not just wait for the Funny Money Men to bail them out and put the matter before the now-defunct Mediation Commission, where the appropriate rubber stamping job would be carried out? It was the obvious line of thinking. And line of action; or inaction, if you prefer.

This time around there is no such escape hatch. Circumstances have changed. The Socreds have long since been replaced by an NDP Government dedicated to the principle of free collective bargaining. So it would seem clear that the B.C.H.A. must bargain in good faith now or get out. There is no room for an ineffective or insincere bargaining agent in the climate that now exists. There is no excuse for stalling tactics.

Perhaps the B.C.H.A. should heed the words of Richard Mahoney, who as president of Management Research (Western), said men representing management at the bargaining table should stop being flunkys for their bosses and use their own judgment. Too often they were acting as "messenger boys for management" or simply a "holding front," he said.

THIS DEADLY DUST CAME FROM GRAIN

Lung problems from inhaling grain dusts may be among the oldest occupational diseases.

In 1700 Bernardi Ramazzini, often called the father of industrial medicine, wrote: "Whenever it is necessary to sift wheat and barley or other kinds of grain to be ground in the mill or to measure it

when corn merchants convey it hither and thither, the men who sift and measure are so plagued by this kind of dust that when the work is finished, they heap a thousand curses on their calling."

Ramazzini noted that "almost all who make a living by sifting or measuring grain are short of breath . . . and rarely reach old age."

—Phyllis Lehman,

"Far from the Polluted City,"

Job Safety and Health, July, 1973

UNION HUMMING

BALLAD OF BALLARD A SEPTEMBER SONG

A poet might call it the stirrings of September.

To others who deal in plain talk, it's time to stifle the last big yawn of summer and swing once again into high gear.

The kids are back in school. Mom is attending a night class. Aunt Katrinka has re-organized the bridge club. Jim Ballard is on the road.

Jim is mentioned here simply to demonstrate that September marks the beginning of hectic activity for the Hospital Employees' Union, as well as almost everyone else.

Summer hasn't really meant a letup in work for the Provincial Office in Vancouver, but things have been pretty slow at the local Unit level.

The coming of September this time has meant a resumption of regular Unit meetings, the beginning of bargaining for a Master Agreement, preparation of another workload for the Arbitration Committees of Professor R. G. Herbert and D. R. Blair, and more long road trips for the Union's Representatives.

Mile After Mile

With the Unit meetings underway again there will be a lot of work in store for the Unit officers and the staff personnel. Perhaps a quick glance at what lay in wait for Servicing Rep. Jim Ballard will serve as well as anything else to show that the fall season has indeed arrived. Other Reps have been equally busy.

When Jim left Vancouver Sept. 9 to service Units in the East and West Kootenays he faced two solid weeks of day and night meetings with the Units and hospital management, a week back in the Vancouver office and another week of meetings on the road.

On the first trip his meetings began Sept. 10 and continued without interruption until Sept. 21. This involved meetings at Revelstoke, Kimberley, Cranbrook, Creston, Trail, Nakusp, Kaslo, Rossland, Castlegar and Nelson, with some doubling back along the way.

This was to be followed by a week in the Vancouver office and another week of meetings at Fernie, Michel-Natal, Invermere and Golden, with Grand Forks to be serviced at a later date.

As a poet might say . . . the stirrings of September. But, as Jim Ballard is more likely to put it . . . "And now, if you don't mind, I'll sit down for 10 minutes."

A DASH OF COLOR

The Guardian has turned to color with this issue in its continuing effort to become more attractive. The 16-page issue (larger than usual) contains four color pages — 1, 4, 13 and 16 for your enjoyment.

DELAYING TACTICS**PROVINCE URGED TO INVESTIGATE B.C.H.A.**

The Provincial Government has been asked to look into the affairs of the B.C. Hospitals' Association.

The request stems from failure to solve the lingering Kootenay Inclusive Shift Dispute.

Specifically, H.E.U. Secretary-Business Manager R. S. McCready has asked Labor Minister William King to appoint an Industrial Inquiry Commission to investigate the labor relations practices of B.C.H.A. He has also requested that Health Minister Dennis Cocke appoint a Public Administrator to run the affairs of the same organization.

The Inclusive Shift problem has existed as a festering sore since the signing of the 1970-71 Collective Agreement. The Agreement contained the continuation of the Inclusive Shift arrangement in most Kootenay hospitals. But, as it turned out, the Agreement wasn't to be honored.

Deadline

After 18 months of running into blockades imposed by B.C.H.A., the Union set a strike deadline for June 17, 1971, at

hospitals in Creston, Kimberley, Nelson and Trail.

What would have been the first official strike of H.E.U. members was averted through an 11th hour compromise that provided for arbitration of the dispute "as soon as possible." The compromise was contained in a written agreement signed by the Union and B.C.H.A.

Three weeks later it became evident the Association had no intention of living up to the early arbitration stipulation. Alleging bad faith on the part of the association, the Union set a second strike deadline.

Once again a strike was headed off and a first arbitration hearing to establish terms of reference was convened July 26, 1971, by Professor R. G. Herbert. The Union made numerous attempts to have B.C.H.A. proceed with the hearing, but wasn't able to do so for a period of more than three months.

Even then, the hearing got nowhere because of the Association Counsel's surprising demand to see all the official records of the Union relating to negotiations. The matter lay dormant for more

than a year because the Union considered this demand dishonorable and something that might be considered a threat to Union security.

No Other Way

Finally, when it became clear there was no other way of doing business with B.C.H.A., the Union agreed in July, 1973, to let the Association Counsel view its records. This was considered a monumental concession on the part of the Union, but even so, there was no clear-cut indication that B.C.H.A. intended to go ahead with the arbitration.

The only change in attitude, if any, has been expressed by an Association officer who says the thought of viewing the Union's records is "repugnant."

In a recent letter to J. D. Bradford, Executive Director of B.C.H.A., Ray McCready says in part:

"It is a firmly-held personal belief that the persons responsible for unlawful acts in the labor relations sector are those who deny others reasonable access to lawful processes. In this regard, I hold your Employee Relations Council guilty."

VERNON HOSPITAL HIT FOR STAND ON TRAINEES

Union officers have described as "irresponsible," the reported intention of Vernon Jubilee Hospital to discontinue the use of Student Practical Nurses.

The timing of the move, they say, was clear indication the hospital doesn't want to pay the Students a living wage.

In a ruling released August 2, the Labor Relations Board found the 10 Students at the hospital to be employees within the meaning of the Labor Relations Act and as such, included in the Unit

represented by the Union. A similar ruling released the same day covered 10 Student Nurses at Kelowna General Hospital.

The breakthrough came earlier and involved three Students at Penticton Hospital. Until then Students had not been paid while receiving practical experience at hospitals. There had been a small stipend, but this was discontinued some months before.

The Labor Relations Board's ruling

meant the hospitals concerned would have to pay wages to the Student Practical Nurses.

Training Need

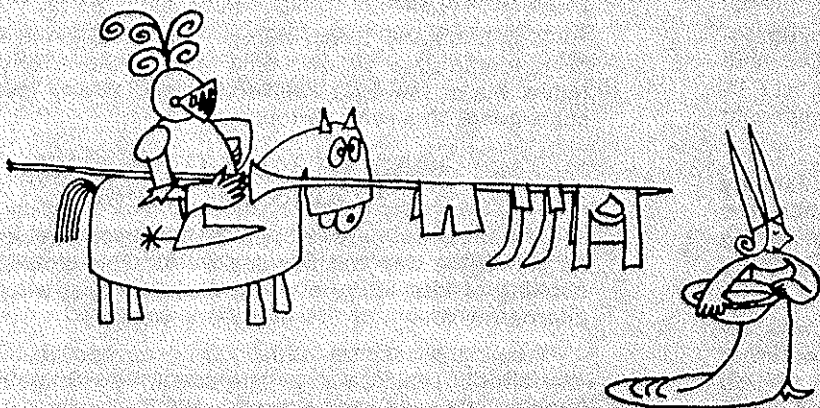
One H.E.U. officer referred to the Vernon decision to drop out of the training picture as a "vindictive act" on the part of the hospital's administration.

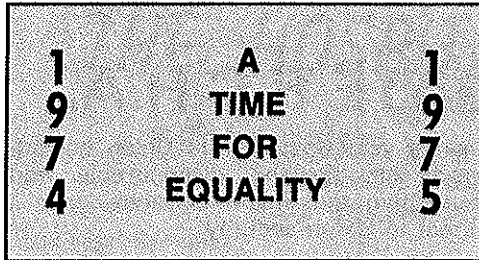
"It is also irresponsible in terms of providing the health care field with trained personnel," he said.

The need for a much-improved training program has long been advocated by H.E.U. The Union has blamed the lack of proper training programs for the acute Nurse shortage that has developed in B.C.

An apprenticeship training scheme that would be of benefit to Orderlies, Practical Nurses, and other nursing personnel has been sought by the Union. This would appear to be close to reality now with the signing of a recent agreement by H.E.U. and the Provincial Government.

The historic agreement, which is to put an end to job discrimination against women employees in the hospital industry, includes a section on training. It calls for Health Department officials to work with the Union in consultation with the Departments of Labor and Education for the establishment of a major training and accreditation program.

CHIVALRY — 1973



MAJOR DEMANDS

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This proposal is considered reasonable in view of the smothering effect of the 6.25 per cent ceiling imposed two years ago by the now-defunct Mediation Commission. The increase would be based on a 37½-hour work week. There was pressure from some quarters to seek the same amount over one year.

(b) **Escalator Clause:** What is wanted here is an **anti-inflationary escalator agreement.** In these times of runaway costs, such an arrangement would help prevent erosion of salary increases during the two-year life of the Collective Agreement. The escalator would be tied to the cost of living.

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The drive toward standardization in the industry began in 1967 and by 1970 the majority of employees within the Union were covered. But others still remain out of the picture, something the Union intends to rectify, through **direct negotiations, arbitration or the awards of a Standing Committee.**

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The last proposal in this field would **restrict the altering of Male-Female Staff Ratios to no more than five per cent per year, unless there is written consent from the Union.** Category and job titles with sexist connotation would have to be replaced with more appropriate titles.

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ANNUAL VACATION

The time has come to recognize the long-time employee as something more than a mere statistic — as a dependable human being deserving of a reward for many years of faithful service. That is why the main emphasis has been placed this time on vacations for the long-service employees.

Taken as a whole, the annual vacation demand is for **three weeks with pay after one year of service, six weeks with pay after five years and an extra three weeks with pay at intervals for the employee who has put in at least 25 years on the job.**

This additional three weeks would be taken at the option of the employee at **any time during the five years that follow his or her 25th anniversary and at any time in each subsequent five-year period.**

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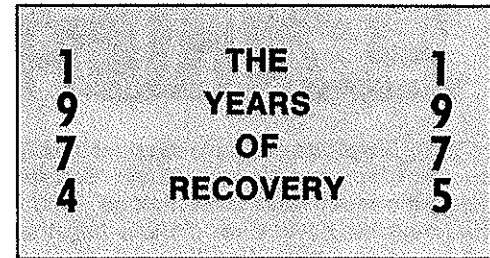
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OR NEW CONTRACT

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In a sense, they served as a mirror for that changing world, with such top priority items as equality for women employees and a shorter work week.

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There are some penalties paid by the night worker which by now should be common knowledge. For one thing, it is impossible to maintain the same close family relationship enjoyed by the day worker. And there is bound to be an effect on the normal pattern of social life.

In short, those who must earn their living on evening and night shifts are deprived of some of the little joys that go into everyday living.

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The basic Medical Services Plan is good as far as it goes. But, to anyone coping with health needs, it is obvious it doesn't go far enough. Something more is badly needed to ensure that H.E.U. members receive essential care without having to pay the penalty of unbearable costs.

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The Union's stand is that **seniority must be one of the major factors in determining employee promotions and transfers.** It is a tangible. The same cannot be said for some of the other measurements used in deciding promotions and movement of employees.

When seniority is not the main guideline, then employee dissatisfaction and grievances become all too common. The Union holds to this position because of its conviction that service with the employer must mean something more than the mere passage of time.

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The world is full of workers who have been left behind, the unhappy prey of automation and technological change. The automation monster is here to stay and if we are to live in some semblance of peace with it there must be special training and upgrading for the work force.

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REGULAR PART-TIME EMPLOYEES — change to read — A Regular Part-Time Employee is one who works two or more regularly scheduled full-time shifts, or equivalent, each week in accordance with Article 8.03 (a). These employees accumulate seniority, and are entitled to all benefits outlined in this Collective Agreement.

TEMPORARY EMPLOYEES

A Temporary Employee is defined as an employee with a terminating date anticipated by the hospital at the time of hiring. In order to achieve entitlement to any benefits other than the statutory allowances for vacations, a Temporary Employee must complete a probationary period of a minimum of 225 accumulated work hours. Upon successful completion of the probationary period, the employee is entitled to the following benefits:

- (a) Recognition of seniority as provided in Article 6 of the current Collective Agreement, except as specifically waived for this class of employee.**
- (b) Payment, bi-weekly, of proportionate vacation and Statutory Holiday benefits as applicable to Regular Part-Time Employees in Article 11.12, paragraph (a) and (b) Statutory Holidays to be paid at four per cent.**

(c) Portability provisions, where applicable, will apply to this class of employee except as specifically waived; e.g. sick leave.

There is a large scale overhaul of language here that could be used to restrict the Temporary Employee in many ways.

In the overall picture it could prolong the period of temporary employment and exclude the employee from provisions pertaining to technological, automation and other changes, compassionate leave entitlement, hours of work, sick leave, maternity, and medical coverage.

By linking the Regular Part-Time Employee's "two or more regularly scheduled full-time shifts" to a particular article, the proposal would leave the employee at the mercy of an employer who chose not to post shift notices seven days in advance. With the shift notices not posted, the employee working two or more shifts would do so without official recognition and would not qualify as a Regular Part-Time Employee. In other words, he or she could be held to Temporary Employee status longer than necessary.

CHANGE IN DUTIES

In the event the Hospital shall adopt new methods of operating, the Hospital shall:

- (1) give written notice to the Union of those existing jobs which have been affected by such new methods of operation with respect to changes in job content and/or required qualifications, along with any change in the job classification and/or wage rate;**
- (2) if notice of objection is not received from the Union stated in specific detail within thirty (30) calendar days after such notice in (1), then the classification and wage rate shall be considered as agreed to;**
- (3) if the classification and/or wage rate**

established by the Hospital for such changed jobs are revised as a result of negotiation or arbitration, then the revised classification and wage rate will be effective from the date of the change in job content and/or requirements.

This section is coupled with a proposal that the addendum on pay rate adjustment requests be deleted. When the two parts are taken into consideration it is conceivable that the Hospital could maintain it hadn't created a new position, when, in fact, it had.

The effect, of course, would be to place an employee in a new type of job, while maintaining the old title and matching wage rate.

Also listed under **Notice of New and Changed Positions:**

The grievance shall be reduced to writing and shall be presented within seven calendar days from the discussion in (a) to the immediate Supervisor . . .

What the employer is doing here is proposing a time limit for the second step of the grievance procedure. There is no time limit now. The intention, naturally, is to apply one more restriction in an attempt to sap some of the strength from the procedure.

PORTABLE BENEFITS

If a regular employee is promoted or transferred to a job, the classification for which the Union is the certified bargaining authority, then the promoted or transferred employee shall be considered a qualifying employee in his new job for a period of three months.

In no instance during the qualifying period shall such an employee lose seniority or perquisites. However, if a regular employee has been promoted or transferred and during the aforementioned three (3) month period is found un-

HANDICAPPED WORKERS GET CHANCE AT NANAIMO

A program involving the hiring of handicapped people has been launched at Nanaimo Regional General Hospital with the full blessing of the Union.

"I am extremely pleased that we have been able to conclude an agreement on the hiring and implementation of a handicapped workers project," Administrator Gordon Frith commented in a letter to H.E.U. Secretary-Business Manager Ray McCreedy.

The Agreement, signed recently by the Hospital and the Union, is called the Handicapped Workers Employment Project. It provides for the hiring by the Hospital of people who still have skills to offer, but are unable to continue in regular jobs.

The Administrator named Larry H. Hardy as the first person to be hired under the terms of the Agreement. His classification is Equipment Repairman.

In Wheelchair

"This man is a wheelchair biplegic, with a dexterity in handling tools and equipment with an experience in mechanical work," he said.

An interesting point is that Mr. Hardy, while confined to a wheelchair, is going to be given the job of repairing wheelchairs at the hospital.

The salary agreed to is \$634.75 a month to start and \$669.50 after 12 months — equal to the maximum for the male Cleaner.

Because it was the initiator of the project, the hospital gets first choice through the Agreement on selection of people to be hired. Hospital-sponsored candidates for the project will come primarily from the Nanaimo district.

The Union is to be given second and alternating choices in proposing candidates.

In this regard, the Agreement says:

"Union candidates for special positions within the project will be recruited exclusively within the jurisdiction of the Union from employees who, for reasons of health, injury or other infirmity, cannot continue their employment in regular positions."

AT THE COUNTERPUNCH

satisfactory in the new position, then the promoted or transferred employee shall be returned to his or her former job classification and increment step before the promotion or transfer took place, without loss of seniority, and any other employee hired, promoted or transferred because of the rearrangement of jobs, shall be returned to his or her former job classification and pay rate without loss of seniority and accrued perquisites.

In this case job classification has been created to replace the simple word job. There is, of course, a difference in the two. The implication is that an employee returning to a job may not, as he now does, find himself holding down the same job. It could well mean a classification that would put him in another area, or on another shift.

Promotions

In the promotion, demotion or release of employees, efficiency and required qualifications shall be the primary consideration, and where such requirements are equal, seniority shall be the determining factor.

A transfer from one position to another in the same classification shall be deemed to be a lateral movement, for the purpose of this section, and not a promotion.

The danger here is that seniority will be excluded in circumstances of lateral movements. While the move might be classed as lateral, it may well be a preferred job because of hours or other circumstances. Nevertheless, an employee would not be able to exercise seniority in acquiring it.

Compassionate Leave

Compassionate Leave of Absence of three (3) days with pay shall be granted to a Regular Employee at the time of bereavement upon application to the Hospital in the event of a death of a

member of the employee's immediate family. This will include wife, husband, parent, sister, brother, son, daughter, or legal guardian.

New wording this time is "at the time of bereavement," making this section more restrictive than before.

Call Back

Call back is defined as the return to work by the employee, at the request of the employer, within the time period of two full shifts following the completion of the employee's last shift.

(a) All employees called back to work shall receive a minimum of two (2) hours' overtime, or shall be paid at rate of time and a half for the time worked, whichever is greater.

The first paragraph in this instance is new and, in limiting the call back to 15 hours, imposes a restriction that isn't there now. Under present conditions, an employee leaving work on Friday, for instance, would have a call back period extended over the weekend.

Sick Leave

Sick leave credits with pay shall be granted on the basis of one and one-half (1½) work days per month, cumulative up to one hundred and twenty (120) work days.

Effective from the signing date of this Agreement, periods of illness during the first year of employment of five (5) or more continuous work days will be paid, retroactively, to the extent of the accumulated sick leave credits, earned up to the date of the illness after the completion of one year's service, provided a medical certificate satisfactory to the Hospital is submitted.

It takes just a little simple arithmetic to show how the addition of the words "up to the date of the illness" could do the new employee out of money here.

Under present terms he is entitled in his first year to a day and a half per month in sick leave benefits and is paid retroactively at the end of his first year for any five-day or greater period of illness. If he began work on Jan. 1 and took ill for 10 days on July 1, he would be entitled to that 10-days' pay at the end of the year. But under the proposed wording he would get a day and a half per month up to July 1, giving him nine instead of 10 days' benefits.

PART-TIME EMPLOYEES

A regular Part-Time Employee as defined in Article 1.05, Regular Part-Time Employees, shall receive benefits on a proportionate basis, in accordance with the following:

(a) Annual Vacation Pay — Vacation pay will be granted in proportion to the hours worked in accordance with the benefits of Regular Full-Time Employees.

(e) Employees engaged in part-time positions will be on probation for six calendar months.

Little comment is required for the second point. It would simply double the probation period.

The first point would restrict the regular part-timer to vacation pay without an actual vacation.

ANNUAL VACATIONS

The Hospital may require an employee to limit vacations taken to not more than ten (10) days during the period April 1 to October 31.

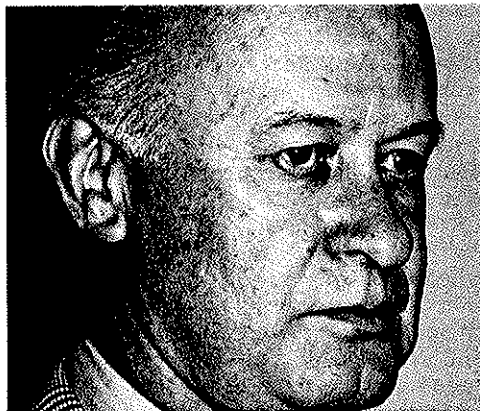
This is purely and simply a case of advocating a step back into the dark ages of labor relations. Confining employees to 10 days during the April-to-October period would, in fact, be relegating them to a Cinderella role.

Seminars Planned

Plans are being made for another in the continuing series of H.E.U. Educational Seminars.

No date can be set at this time, but the seminars will begin at the conclusion of negotiations for a Master Agreement. Talks began early in September.

The educational sessions are under the direction of Union Assistant Business Manager Jack Gerow and will be conducted at all Provincial Units. The program is for Unit Officers and Shop Stewards and is primarily concerned with interpretation of the Collective Agreement.



Government Agreement with Union to rid hospital field of sex discrimination means Arbitrator D. R. Blair no longer is to hand down awards based on discrimination. But he continues to play important role in dealing with general wage rate adjustments.

MEMBERS TO GET BARGAINING DATA

Because of the importance of negotiations for a new Master Agreement, the Union membership is going to be kept posted at regular intervals on the progress — or lack of it.

Every two weeks, beginning early in October, a Bargaining Newsletter will be sent to all Units for posting on notice boards by the Unit Secretaries.

Members are being advised to watch for the Newsletter, since it is the one way they will be informed of what is happening at the bargaining table.

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A Temporary Employee is defined as an employee with a terminating date anticipated by the hospital at the time of hiring. In order to achieve entitlement to any benefits other than the statutory allowances for vacations, a Temporary Employee must complete a probationary period of a minimum of 225 accumulated work hours. Upon successful completion of the probationary period, the employee is entitled to the following benefits:

- Recognition of seniority as provided in Article 5 of the current Collective Agreement, except as specifically waived for this class of employee.
- Payment, bi-weekly, of proportionate vacation and Statutory Holiday benefits as applicable to Regular Part-Time Employees in Article 11.12, paragraph (a) and (b) Statutory Holidays to be paid at four per cent.

(c) Portability provisions, where applicable, will apply to this class of employee except as specifically waived; e.g. sick leave.

There is a large scale overhaul of language here that could be used to restrict the Temporary Employee in many ways. In the overall picture it could prolong the period of temporary employment and exclude the employee from provisions pertaining to technological, automation and other changes, compassionate leave entitlement, hours of work, sick leave, maternity, and medical coverage.

By linking the Regular Part-Time Employee's two or more regularly scheduled full-time shifts to a particular article, the proposal would leave the employee at the mercy of an employer who chose not to post shift notices seven days in advance. With the shift notices not posted, the employee working two or more shifts would do so without official recognition and would not qualify as a Regular Part-Time Employee. In other words, he or she could be held to Temporary Employee status longer than necessary.

CHANGE IN DUTIES

In the event the Hospital shall adopt new methods of operating, the Hospital shall:

- give written notice to the Union of those existing jobs which have been affected by such new methods of operation with respect to changes in job content and/or required qualifications, along with any change in the job classification and/or wage rate;
- if notice of objection is not received from the Union stated in specific detail within thirty (30) calendar days after such notice in (1), then the classification and wage rate shall be considered as agreed to;
- if the classification and/or wage rate

HANDICAPPED WORKERS GET CHANCE AT NANAIMO

A program involving the hiring of handicapped people has been launched at Nanaimo Regional General Hospital with the full blessing of the Union.

"I am extremely pleased that we have been able to conclude an agreement on the hiring and implementation of a handicapped workers project," Administrator Gordon Frith commented in a letter to H.E.U. Secretary-Business Manager Ray McCready.

The Agreement, signed recently by the Hospital and the Union, is called the Handicapped Workers Employment Project. It provides for the hiring by the Hospital of people who still have skills to offer, but are unable to continue in regular jobs.

Because it was the initiator of the project, the hospital gets first choice of people to be hired. Hospital-sponsored candidates for the project will come primarily from the Nanaimo district.

The Union is to be given second and alternating choices in proposing candidates.

In this regard, the Agreement says: "Union candidates for special positions within the project will be recruited exclusively from the jurisdiction of the Union from employees who, for reasons of health, injury or other infirmity, cannot continue their employment in regular positions."

Seminars Planned

Plans are being made for another in the continuing series of H.E.U. Educational Seminars.

No date can be set at this time, but the seminars will begin at the conclusion of negotiations for a Master Agreement. Talks began early in September.

The educational sessions are under the direction of Union Assistant Business Manager Jack Gerow and will be conducted at all Provincial Units. The program is for Unit Officers and Shop Stewards and is primarily concerned with interpretation of the Collective Agreement.



Government Agreement with Union to rid hospital field of sex discrimination means down awards based on discrimination. He continues to play a role in dealing with general wage rate adjustments.

satisfactory in the new position, then the promoted or transferred employee shall be returned to his or her former job classification and increment step before the promotion or transfer took place, without loss of seniority, and any other employee hired, promoted or transferred because of the rearrangement of jobs, shall be returned to his or her former job classification and pay rate without loss of seniority and accrued perquisites.

In this case job classification has been created to place the simple word job. There is, of course, a difference in the returning to a job may not, as he now does, find himself holding down the same job. It could well mean a classification that would put him in another area, or on another shift.

Promotions

In the promotion, demotion or release of employees, efficiency and required qualifications shall be the primary consideration, and where such requirements are equal, seniority shall be the determining factor.

A transfer from one position to another in the same classification shall be deemed to be a lateral movement, for the purpose of this section, and not a promotion. The danger here is that seniority will be excluded in circumstances of lateral movements. While the move might be classed as lateral, it may well be a preferred job because of hours or other circumstances. Nevertheless, an employee would not be able to exercise seniority in acquiring it.

Compassionate Leave

Compassionate Leave of Absence of three (3) days with pay shall be granted to a Regular Employee at the time of bereavement upon application to the Hospital in the event of a death of a

member of the employee's immediate family. This will include wife, husband, parent, sister, brother, son, daughter, or legal guardian.

New wording of this time is "at the time of bereavement," making this section more restrictive than before.

Call Back

Call back is defined as the return to work by the employee, at the request of the employer, within the time period of two full shifts following the completion of the employee's last shift.

(a) All employees called back to work shall receive a minimum of two (2) hours overtime, or shall be paid at rate of time and a half for the time worked, whichever is greater.

The first paragraph in this instance is new and, in limiting the call back to 15 hours, imposes a restriction that isn't there now. Under present conditions, an employee leaving work on Friday for instance, would have a call back period extended over the weekend.

Sick Leave

Sick leave credits with pay shall be granted on the basis of one and one-half (1½) work days per month, cumulative up to one hundred and twenty (120) work days.

Effective from the signing date of this Agreement, periods of illness during the first year of employment of five (5) or more continuous work days will be paid, retroactively, to the extent of the accumulated sick leave credits, earned up to the date of the illness after the completion of one year's service, provided a medical certificate satisfactory to the Hospital is submitted.

It takes just a little simple arithmetic to show how the addition of the words "up to the date of the illness" could do the new employee out of money here.

MEMBERS TO GET BARGAINING DATA

Because of the importance of negotiations for a new Master Agreement, the Union membership is going to be kept posted at regular intervals on the progress — or lack of it.

Every two weeks, beginning early in October, a Bargaining Newsletter will be sent to all Units for posting on notice boards by the Unit Secretaries.

Members are being advised to watch for the Newsletter, since it is the one way they will be informed of what is happening at the bargaining table.

AT THE COUNTERPUNCH

Under present terms he is entitled in his first year to a day and a half per month in sick leave benefits and is paid retroactively at the end of his first year for any five-day or greater period of illness. If he began work on Jan. 1 and took ill for 10 days on July 1, he would be entitled to that 10-days' pay at the end of the year. But under the proposed wording he would get a day and a half per month up to July 1, giving him nine instead of 10 days' benefits.

PART-TIME EMPLOYEES

A regular Part-Time Employee as defined in Article 1.05, Regular Part-Time Employees, shall receive benefits on a proportionate basis, in accordance with the following:

- Annual Vacation Pay — Vacation pay will be granted in proportion to the hours worked in accordance with the benefits of Regular Full-Time Employees.
- Employees engaged in part-time positions will be on probation for six calendar months.

Little comment is required for the second point. It would simply double the probation period.

The first point would restrict the regular part-timer to vacation pay without an actual vacation.

ANNUAL VACATIONS

The Hospital may require an employee to limit vacations taken to not more than ten (10) days during the period April 1 to October 31.

This is purely and simply a case of advocating a step back into the dark ages of labor relations. Confining employees to 10 days during the April-October period would, in fact, be relegating them to a Cinderella role.

"TYPICAL OF MANAGEMENT"

TROUBLES OF TERRACE CONTINUE TO MOUNT

And now for the next chapter — or possibly two — in the continuing saga of Misery at Mills Memorial.

When we tuned in last month we learned of a protest sit-in over the firing of handicapped janitor Douglas Pigeau. We were also told that under the rule of Administrator Tony Wagemakers, life at Mills Memorial Hospital in Terrace was being made miserable for H.E.U. Unit Officers. There had been letters of reprimand over what members described as "trumped up" incidents.

Among other things, employees complained of linen shortages at the hospital, something they said was hampering patient services and operating room procedures.

More Troubles

When we last left Misery of Mills Memorial (known in some quarters as Wagemakers' Wagebreakers) at least one problem had been cleared up with the reinstatement of Mr. Pigeau. This came about as the result of a recommendation from Arbitrator D. R. Blair.

And now, as we look in again on this little hospital nestled in the Northland, we find two other disturbing developments:

(1) The casting aside of another employee despite the decision of an Arbitration Board in favor of the employee.

(2) An attempt by Mr. Wagemakers to make it appear that the Union had been given the chance to speak up about problems, but had not done so.

And so, on with the show — beginning with Point No. 1:

An Arbitration Board with Ronald Jephson as chairman, Jack Fraser as Union Nominee and Dave Lloyd as Hospital Nominee, ruled that Donna Brown was demoted without proper cause and that she should be reinstated to her position as a Regular Part Time Employee with seniority continuing from March 29. It also ordered that she be compensated for her loss by payment of eight weeks' wages at the hourly rate she was being paid when demoted March 29.

The Board did not seem very much impressed with Mr. Wagemakers' claim that Donna Brown spent most of her time laughing instead of working while engaged as a clerk in the front office. In submitting its written ruling, the Board notes that Mr. Wagemakers said he spoke to the employee about this, but adds that she denies this.

No Evidence

In reference to a claim by Mr. Wagemakers that other employees had complained about Donna Brown's conduct, the Board wrote:

"Surprisingly enough, neither of her supervisors were called to confirm these statements or the situation, nor were the names of the persons who complained

available. What is even more surprising, is the fact that there was apparently nothing on Mrs. Brown's personal employment file to indicate complaint or dissatisfaction with her work."

Further complaints that Mrs. Brown made numerous accounting errors were denied by a senior clerk who spent some time guiding her and allotting her work.

"It is obvious from the evidence of the witnesses that there was a lack of supervision of the office staff, no disciplinary procedures, no formal record of any complaints, and no steps for the orderly handling of personnel problems at the times in question, and there was no evidence given to contradict this impression," the Board ruled.

Considering the Board's decision, it might have appeared that a happy ending was in store for the troubled Donna Brown. But in dramas such as this, the plotters are always plotting. So it was that the hospital reinstated Mrs. Brown as ordered — but only for one day. Then it relegated her to Temporary Employee status.

As a senior Union official observed: "This is typical of Management at Mills Memorial Hospital."

The Union was prepared to take legal action, but has instead followed another avenue that meets with the approval of Mrs. Brown.

Mr. Wagemakers has said Mrs. Brown would be paid as ordered, but has offered no itemized breakdown as required. H.E.U. Representative Owen Adams has informed him there must be a statement of exact earnings. He also listed other concessions that would be acceptable in lieu of the hospital's failure to reinstate the employee.

And now for Point No. 2:

A news story carried in a northern newspaper described how the hospital's management had called a meeting with the Unit Officers of the Union to try and solve existing problems, but hadn't been able to make any progress because the officers hadn't been able to present any problems when asked to do so by Mr. Wagemakers.

It would appear obvious the hospital wanted to create the impression that it was ready to do its part, but was getting no reply to its offer of help. Actually, the information was misleading. Some problems were raised at the meeting, although there was a very legitimate objection from Union representatives who said the short notice for the meeting hadn't allowed them to present the agenda to the membership.

In addition to this, those representing the Union were all members of the hospital staff. In this case, a Union Staff Officer not reliant on the hospital for his job, would have felt more free to speak

his mind. But because of the way in which the meeting was set up, no Staff Representative could be present.

Staff Representative Adams, who serves the Mills Memorial Unit, says he would have raised a number of issues had he been present. But he also points out that some matters were raised at the meeting.

Asks Questions

"I notice that the story said nothing was accomplished," Representative Adams said. "Had it been otherwise, that would have been news."

He took exception to the claim that no problems had been raised when Mr. Wagemakers asked to hear them.

"What then of the poor orientation within the hospital complained of by a Union representative at that meeting?" Mr. Adams asked. "What also of the point raised of an employee relieving in a higher rated position without receiving the appropriate rate, as required by the Collective Agreement, and the fact that the Administrator replied that he would look into this matter?"

The Representative added: "If this is resolved without recourse to the grievance procedure it will indeed be news by past experience."

He asked also about such unsolved matters as Pay Rate Adjustments for Cooks and Engineers and wondered why there had been no mention of this.

"Mr. Wagemakers knows well of the areas of discontent. How long did it take him to sign the Collective Agreement? Have the Wage Schedules been signed?"

"Has he honored the terms of a recent Arbitration Award?"

"A public institution should, without question, honor Arbitration Awards, for once the employees of that institution lose confidence in arbitration as a means of resolving disputes there is no other legal recourse. What then?"

Rights of Women

"... In a dozen succinct words the Universal Declaration of Human Rights has clarified the issue of the rights of women — 'All human beings are born free and equal in dignity and rights.'"

"Canada is therefore committed to a principle that permits no distinction in rights and freedom between women and men. The principle emphasizes the common status of women and men rather than a separate status for each sex. The stage has been set for a new society enjoyed and maintained by both sexes."

—Royal Commission Report on the Status of Women in Canada.



On the front page you saw the warmup before the big game. At the stage you see here the opening pitch has been tossed and both teams (Union and Hospital Management) face each other across that most tricky of all playing fields — the bargaining table — for beginning of negotiations toward 1974-75 Master Agreement covering 11,300 H.E.U. members.

LONG-TIME NEED

GOOD TRAINING SCHEME A MUST

An "enriched" training program for Nursing Personnel, long considered by the Union to be a critical need in the B.C. Hospital Industry, is proposed in the current round of bargaining as a joint undertaking.

A Joint Committee would be set up and beginning next Jan. 1 would be responsible, in co-operation with appropriate Vocational Institutes, for introducing an "enriched nursing training program of not less than 12 months nor more than 18 months' duration."

The training would apply to employees covered by the Union.

Another stipulation is that at least two-thirds of the program consist of practical hospital experience.

During the period spent learning on the job the Apprentices would receive a stipend ranging from 50 to 100 per cent of the rate negotiated for "Certified Nurses as defined in this Addendum."

Ratio Required

Under the terms of the program there would not be more than one apprentice-in-training for every 20 registered Certified Nurses — "or major portion thereof."

Another important feature of this proposal is certification. This is spelled out in this manner:

"Graduates of the Apprenticeship Program, plus Nursing Personnel recently classified as Practical Nurses, Orderlies, and related male and female Nursing Personnel are to be recognized as 'Certified Nurses' by a registry maintained and staffed by Union Representatives who must also qualify as a 'Certified Nurse' pursuant to this Article."

A grandparent clause will enable non-

graduates of the Apprenticeship Program to qualify for registration. These people would be able to avoid further schooling because of performance up to that required for certification.

As a final point, the Union proposes that a preferential hiring policy apply to all Nursing Personnel qualifying under the program.

What the Union is doing with this proposal is, in effect, negotiating the framework for something which has already been approved by the Provincial Government.

Idea Favored

As part of the recent historic Agreement between the Government and Union to rid the hospital field of sex discrimination, Health Minister Dennis Cocke agreed that officials of his department would work with H.E.U. in consultation with both the Labor and Education Departments for the establishment of a major training and accreditation program.

There is really a double-barrelled reason for the Union's desire to launch such a program.

First, there is a form of protection against exploitation of students as cheap labor. Under the Socred Government, students gaining practical experience at hospitals were given a very small stipend. This was later ended, leaving them with nothing. The proposed program would rectify this with reasonable stipends.

In addition, the program would be expected to eventually make up for the severe nursing shortage in the province. This, too, has been blamed on the last government for its unwillingness to initiate proper training.

TIME BANKED

UNION SEEKING 36-HOUR WEEK

The Union's proposal for a 36-hour week would, in effect, permit the hospital employee to have one foot in the world of the four-day work week.

It would work like this:

Full-Time Employees would be on a 36-hour week based on a five-day week and eight-hour day. This would allow the banking of four hours a week.

Because of this the Hospital would lump the banked hours of two weeks and give the employee an extra day off every two work weeks.

Those other than full-time employees would get a portion of the same thing.

The proposal calls on the Hospital to make "every effort" to schedule the banked hours and statutory holidays, or their equivalent, as additions to the employee's two regularly scheduled days off per week to make way for "as many three-day breaks during the year as possible."

The eight-hour work day is to be exclusive of meal periods for day shift employees, but inclusive for evening and night shift employees.

The meal period is also to be included within the shift of day workers who are scheduled to be on call during the lunch break.

Another requirement is that employees will not have to work more than five consecutive shifts without receiving a minimum of two consecutive days off — unless otherwise agreed between the Hospital and the Union and approved by the Board of Industrial Relations.

Arbitration Board Seen as Answer

The concept of voluntary arbitration is being proposed again by the Union.

Among the demands it has put on the bargaining table is one that says in part:

"At the option of the Union, any or all unresolved bargaining demands and differences, as declared and alleged by the Union, shall be submitted to resolution and binding settlement by a Board of Arbitration within the meaning of the Labor Relations Act of the Province of British Columbia."

Under terms of the proposal each party would appoint a member of the Arbitration Board and the two appointed members would then appoint the Board Chairman.

If there is a lack of agreement in this last phase the choice of Chairman would be made by the Minister of Labor, upon application by either party.

QUEER THE QUERY

KNOCKING TIPS OFF POINTED QUESTIONS

Vernon Jubilee Hospital has turned out a three-page questionnaire under the heading of "Attitude Review" to determine how employees feel about their jobs.

Some of the questions are so interesting *The Guardian* has decided to repeat them here and to supply what might be considered appropriate answers. (If any of the replies suit you, feel free to use them.)

Q. Do you avoid talking to your wife and friends about your job because you think they won't be interested?

A. Since I am a female (females make up the majority of employees) I do not have a wife to talk to. If I had a wife my friends would indeed be interested. Not in my job. But in the fact I had a wife.

Q. Is it hard to remember the last time that you looked forward to a day's work?

A. No. It was Dec. 2, 1907 — my first day on the job. I never made the same mistake again.

Q. Do you feel a machine could do your job?

A. No, since my particular job requires that human thing known as compassion. The machine, which has no heart, might be a suitable replacement for the Administrator.

Q. Would you prefer to spend your time with people other than your co-workers?

A. Well, there's this little blonde . . .

Q. Do you often lose your place in what you are doing?

A. No, but I sometimes lose my head.

Q. Do you worry that your children don't understand what you do and might go into the same line of work?

A. No. Actually, they do understand what I do. That is why they would not go into the same line of work.

Q. Do you feel you have to have things checked unnecessarily by supervisors?

A. Yes. Like questionnaires asking me if I have to have things checked by supervisors.

Q. Do you feel left out by your co-workers?

A. Not since I started using Dial.

The few questions that have been included here are just samplings from the list of 40 on the questionnaire. While those filling it out do not have to sign their names, there seems little doubt that some could be identified. For they are asked to give a rough estimate of their age and length of service, and to list the department where employed.

Veteran observers of the labor-management scene will tell you two other types of approaches to this project might have been more appropriate.

First there is the old Get-'Em-by-Trickery approach. The employee is asked: Do you think your immediate superior is a fink? Would you call him a fink to his face? (Then, in very small print beneath) If the answer to both these questions is yes, be prepared to face the consequences. This questionnaire is being fingerprinted.

Then there is the direct, no-holds barred approach. The employer and employee meet face to face and the employer says:

"Let's try for real down-to-earth honesty, Miss Jones. I would like you to demonstrate exactly how you feel about me."

Miss Jones does exactly that. She sets fire to the employer's shirt.

When Miss Jones finally comes out of hiding she will have to look for a new job. But everyone will be better off. The employer will know exactly where he stands and Miss Jones will have been able to release that bit of pent up hostility.

. . . Not Exactly Overwhelming

The idea of the attitude review form didn't really prove to be a winner with the Vernon Unit members. Less than half took the time to fill it out.

In a report to the staff detailing the results, Administrator Jack Bainbridge points out that some 280 forms were distributed and 138 completed. There were no replies at all from one small department and only two from two others.

This would appear to bear out the contention that some members feared identification through questions concerning age, department and length of employment.

The Union had objected to the questionnaire on grounds that it was an infringement on the rights of the individual. However, it was accepted at the Unit level as a means of letting management know the feelings of the employees.

PRINTER, DIETARY MAIDS BENEFIT BY AWARDS

The only non-discriminatory anomaly processed during the recent Nanaimo Arbitration Hearings has provided Printer-Storeman Jack Grant with a \$58.50 monthly increase in salary. Mr. Grant is employed at Nanaimo Regional General Hospital.

The Hearings, conducted by D. R. Blair, were concerned chiefly with the Union's efforts to bring about equal wages for women employees. However, because of the terms of the newly-signed Provincial Government-Union Agreement on Discrimination, Mr. Blair will be making no further awards involving claims of discrimination.

The Government-Union Agreement calls for an end to wage and job discrimination against the female employee by the end of 1975 and a preliminary anti-

discrimination wage adjustment for all employees earning less than \$669.50.

Although it wasn't among the discriminatory claims studied at Nanaimo the Grant case had to be weighed in a similar manner. This meant Mr. Blair had to first determine that there had been a material change in the job structure concerned. He ruled there had been a change in equipment and a fundamental change in the nature of the position. The job of the Printer-Storeman, he said, was no longer principally concerned with the offset reproduction of typing, but fell into the field of printing.

The award boosts the salary from the current maximum of \$730.75 a month to \$789.25. The increase is retroactive to the beginning of this year.

Another Award, handed down by the Standing Committee of Professor R. G. Herbert, provides an increase of \$13.25 a month in the category of Diet Clerk-Cook Helper at Langley Memorial Hospital. In this case, the boost is retroactive to January 1, 1970.

Three women at the hospital had claimed to be performing duties above their classification of Dietary Maid. A study of all evidence convinced the Committee that the duties had changed sufficiently in 1969 to justify a pay rate adjustment.

The Committee declared that the women should carry the job title they had adopted — Diet Clerk - Cook Helper, and as a result, should receive \$13.25 a month over the scale established for the Maids.



Victoria General Hospital Orderly John Heavener carries Robert Nelson, 5, to ambulance as second Orderly, Robert Hudson, stands by. City of Victoria now operates ambulance service with Victoria General and part of agreement calls for manning vehicles will fully-qualified Orderlies. In this case the two H.E.U. members took little Robert to hospital where he was released after treatment for cut arm.

NEW STAFF REP

BERNIE HAS A TASTE FOR WORK

Bernie Gehring has always been one to put things in their proper order.

For instance, when Bernie comes to town on a servicing call she:

- (a) Locates the best bakery shop;
- (b) Attacks the Union problem at hand;
- (c) Returns to the bakery shop and attacks the pastry.

Which is not to say that she considers her new role a piece of cake. On the contrary, she recognizes it as a difficult job and willingly gives it the long hours of attention it requires.

But to know this newcomer among the Reps., it is necessary to see both the serious worker and the fun-loving woman. Thus the bakery shop and the liking of good food — to say nothing of such other little sidelines as canoe trips, cave explorations, fishing, fixing her own car and caring for three youngsters, a husband and assorted family pets.

To Help Out

Bernie (Bernice on formal occasions and Ms. when you are addressing mail to her) came on temporary staff at the Provincial Office during the Spring to provide the work relief necessary during the vacation season. She brought to the job her experience as President of the Practical Nurses Association of B.C., a

post she has held two years. Before that she was Vice-President for three years.

At one time the colorful Bernie also worked as a butcher's assistant. This may not be considered a qualification for her present job, but it may cause some consternation among the more stubborn Administrators.

Not long after her appearance in the Provincial Office she found herself hopscotching around the Province as one of those most heavily involved in the Union's campaign to end discrimination against the woman hospital employee. She had much to do with some of the early successes.

While she came on a temporary basis, Bernie is staying now that she has become the successful candidate for Job Posting No. 23. She is a Servicing Representative (Level One), responsible for six hospitals in the Fraser Valley and four in the Greater Vancouver area.

Bernie may have done more than she realizes for the woman worker.

One day recently, Gwen Isomaa of the Vancouver Island Regional Office in Victoria, pointed to an empty pastry box and mused: "Since meeting Bernie I've gained five pounds."

PAY RATES

DIFFICULT JOB PLEASES PROF.

It's five years now since they came looking for Ray Herbert. And when he looks back on it today he isn't at all sorry he surrendered.

"It has been an extremely interesting experience," he says.

Surrender for Professor R. G. Herbert meant giving in to the request from the Union and B.C.H.A. in 1968 that he serve as Chairman of a Standing Committee on Special Pay Rate Adjustments.

The job hasn't been an easy one for the Law Professor from the University of British Columbia. He feels he has learned much from it.

His education was a double-barrelled sort of thing. In addition to the special pay rate adjustments he had to think about, there was the little matter of job standardization.

"It was a very elaborate, lengthy and involved process," he says of the work done by his Standardization Committee — a body that came into being after the establishment of the Pay Rates Committee. "It really ran parallel to the pay rate adjustments."

Should Help

"The whole process seemed to be to create a situation where province-wide bargaining could most effectively occur," he says.

The standardization of jobs, he believes, would probably do as much as anything else to create a more easy mobility for the Employee wanting to move about in the industry.

In the five years since he accepted the role, Ray Herbert has put in countless hours of careful and sometimes painful study of all the minute detail to be found in job classifications. He has handed down a multitude of awards. On Jan. 2, 1970, he turned in his first major report on standardization.

The professor had some knowledge of the medical field to begin with because of time spent in conciliation and arbitration roles, chiefly with matters concerning the Registered Nurses.

Born in Calgary, he served overseas with the RCAF, articulated at the Vancouver law office of Thomas Dohm, former Supreme Court Judge and Stock Exchange chief, and joined the faculty of UBC in 1951. He has four children.

Of his claim that the Standing Committee has provided a real education, he says: "It has been an extremely interesting experience — an experience running the whole range of the health care services, well beyond that part of it associated with Doctors and Nurses.

"It has taken much of my time. But it has been an education well worth all the time spent."

PRIEST OPPOSED**JUST AN OUT FOR "SCABS"**

The possibility that workers will be allowed to opt out of union membership on grounds of religion doesn't sit well with a Vancouver Priest.

Father Dermot McInerney of St. Andrew's Catholic Church terms it an "insult" to the church.

There have been reports that the Provincial Government intends to bring in new legislation which would make it possible for such people to avoid union membership as long as they donate to charity the amount they would normally pay in dues.

Father McInerney says he would reject such donations.

Making his comments while delivering

the invocation at the 27th Constitutional Convention of the International Woodworkers of America, he said any such legislation would have workers "scabbing on their obligations."

In his view, employees have an obligation to join a union if it is the desire of the majority. They should work from within to create any reform they think is necessary, he said.

Father McInerney said donations from workers opting out of unions could only be described as "scab money." He will not accept donations from these people "no more than I accept donations from non-church goers who want to make contributions to the church."



JOHN WEISGERBER

... Time to fish

ISLAND REP**John Leaves Victoria Post**

John Weisgerber didn't actually hang up a sign reading: GONE FISHIN'.

But it probably wouldn't have been a bad idea.

"I've had a chance to catch up on some of the fishing I've been putting off for so long," John said recently in explaining how he has been putting in time since leaving his post as H.E.U. Servicing Representative for the Vancouver Island Region.

His resignation for personal and family reasons became effective July 31. Since then he has been relaxing and considering a future, which he says may just include a return to the hospital industry and service once again as an elected Union Officer.

John Weisgerber worked as an Engineer in the power plant of St. Paul's Hospital in Vancouver and was President of the St. Paul's Hospital Employees' Union in 1958.

In 1960 he represented the hospital as a delegate to the H.E.U. convention and was elected to the Provincial Executive Board, representing the Lower Mainland Region. At a later convention he was elected Vice-President of the Union and remained in that capacity until becoming a Staff Representative in 1968.

He was initially responsible for the servicing of Units in the Okanagan Region, but after reorganization, was assigned to the Vancouver Island Region. This was a job he carried out from the Vancouver Office until the Vancouver Island Office was opened in Victoria 2½ years ago. He relocated in Victoria after selling his home in Richmond.

Now that the Rep. job is behind him, John says he intends to remain a member of the Union and one day "probably" appear at a convention as a delegate with a hope of being elected once again to the Provincial Executive.



The "platform look" becomes these four as they put things in order for meeting. From left: John Weisgerber, retiring Vancouver Island Region Servicing Representative; H.E.U. Secretary-Business Manager Ray McCready; Victoria General Unit Officers Gord MacPherson, an alternate on the Provincial Bargaining Committee, and Pete Endres, a member of the Committee.

UNION VETERAN**BILL MUIR JOINS STAFF**

A man who has played an active role in the labor movement for more than 20 years is the new H.E.U. Servicing Representative for the Vancouver Island Region.

S. A. (Bill) Muir joined the Union staff as a replacement for John Weisgerber who resigned July 31. (See accompanying story.)

Just coincidentally, the assignment meant a return home for Mr. Muir after a long absence. He was born and raised in Victoria and served as President of the Labor Council in that city some 20 years ago. Formerly a Business Agent and Director of the Okanagan Health and

Welfare Program for the I.W.A., he has lived in Kelowna for the past 18 years.

Bill Muir was President of the Okanagan Labor Council at the time of his appointment. He took over at the Victoria Regional Office Sept. 24.

The veteran unionist's experience is fairly wide-ranging. In addition to his other jobs, he has also served as an arbitrator.

A Regional Conference has been scheduled for Oct. 20 at Victoria to permit the Recording Secretaries and Unit Chairmen from the Island Region to meet their new Representative. It gets underway at 10 a.m. at the Victoria Office, 960 Blanshard.