

The Hospital **Guardian**

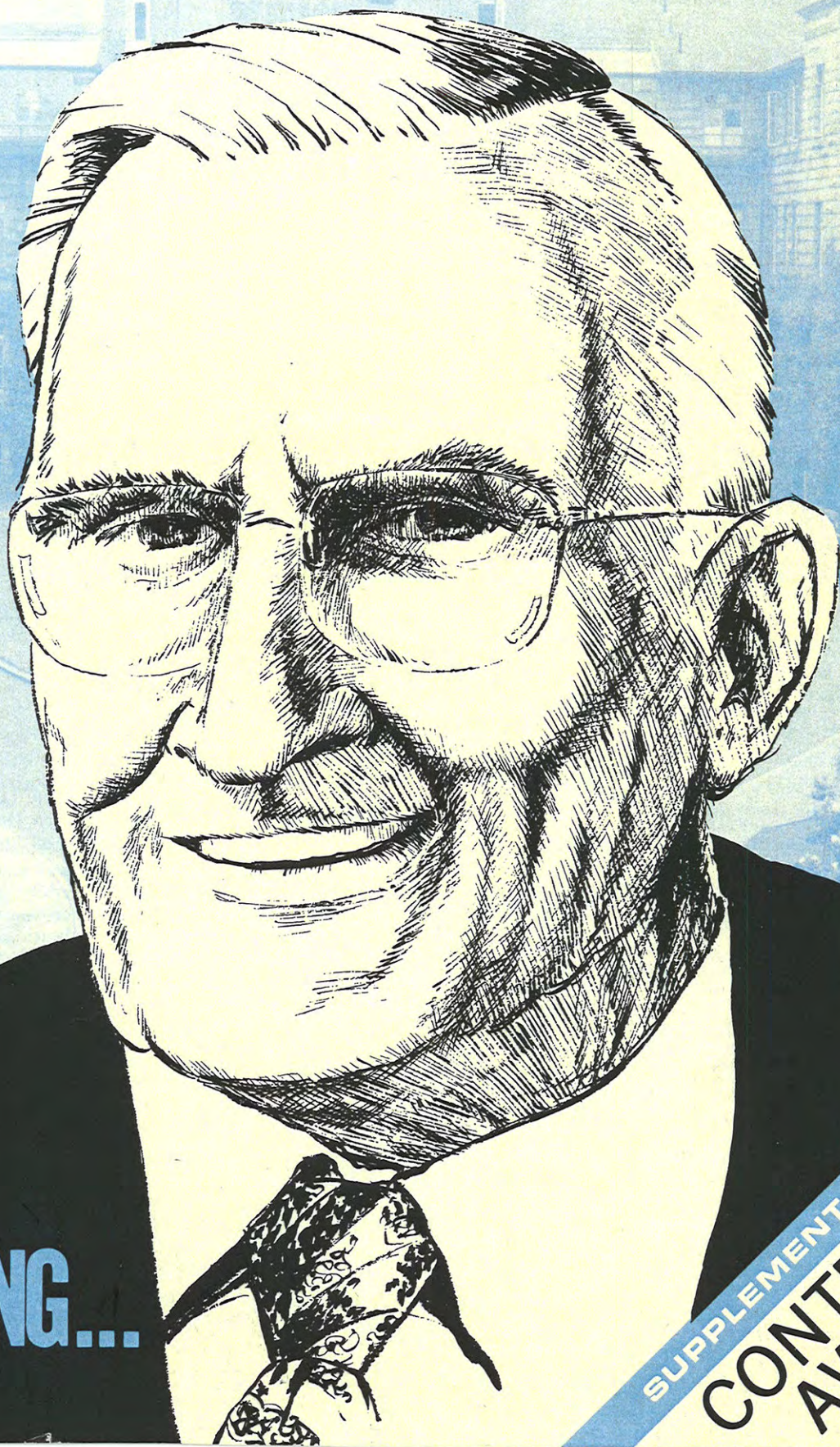
VOL. XV, No. 5



JULY-AUGUST, 1978



HOSPITAL
EMPLOYEES'
UNION LOCAL
180



**IN THE
BEGINNING...**
PAGE SIX

SUPPLEMENT INSIDE
**CONTRACT
AWARD
78**

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

The Hospital Guardian

Published by

Provincial Executive



**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

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INSIDE:

In the beginning, there was Alex Paterson, the Union's first president, its first full-time financial secretary, one of the men who helped create what was to become the Hospital Employees' Union, Local 180. Now Brother Paterson is being honoured for the work he performed: The provincial executive has named the HEU's new boardroom — at the provincial office — after him. For all the details, and a fascinating glimpse of the early days of your Union, see PAGES SIX AND SEVEN.

On PAGE NINE, a peek behind the scenes of HEU's first movie, now in production. When the first print will be available, we're not sure, though it is hoped to have the film "in the can" in time for distribution late this Fall.

Finally, on our BACK COVER, some light is shed on the thorny question of early retirement under the Municipal Superannuation Plan . . . can you or can't you? And what's it going to cost?

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BARGAINING

Hope hearings end

The H. Allan Hope arbitration board has ended its second round of hearings on the provincial master collective agreement which will replace the one which expired last December 31.

The second round of hearings, held in Vancouver, were required because the hospital's bargaining agent — the Health Labour Relations Association — had objected vehemently to an earlier draft of the contract, which proposed a three-year contract for British Columbia's Union members.

The draft suggested giving hospital workers in the province a four per cent wage increase for 1978, the maximum allowable under federal anti-inflation guidelines, with a seven per cent general wage increase for 1979 (with provision for re-opening negotiations for a Cost of Living Adjustment if the Vancouver Consumer Price Index rose more than seven per cent in 1978) and provided for renewed negotiations on the issues of wages, COLA, job evaluation, apprenticeship, overtime rates, vacations, statutory holidays and severance allowance for 1980.

It also provided for a parity formula to be negotiated between the Union and the HLRA which would bring wages and general working conditions in hospitals into line with those pay rates and conditions in government-run health care institutions by 1980.

It was that last provision on which the HLRA based its request to re-open the Hope panel's hearings.

But the Association also objected to other improvements contained in the draft award, especially a toughening of the language governing seniority in the transfer or promotion of employees.

Hope called lengthy evening sessions to

ensure the hearings were concluded before the end of July.

Union bargaining committee Chairman Gordon Meagher described the new round of hearings as "frustrating".

The exact terms and conditions to be contained in the signed contract are reported in a special pull-out supplement in the centre of this edition.

The terms outlined in the draft award were reported to HEU members at Unit meetings early this Spring.

Bound copies of the new contract — as well as a new ring binder edition of the contract used by Unit officers and shop stewards — will be made available as soon as they can be printed, a process likely to take several months.

In bargaining for private hospitals, meanwhile, Servicing Representative Sharon Yandle was busy trying to get contracts for 11 groups of workers in four different sets of negotiations or arbitrations.

Hearings before a three-member arbitration board — which will set the terms and conditions of a new contract for eight Lower Mainland private hospitals — were scheduled to begin August 1.

The Union's case before the board — whose membership was to include Victoria lawyer Dermot Owen-Flood as its chairman, HEU nominee Marguerite Jackson and employer appointee Peter Archibald — is being presented by Sister Yandle and Servicing Representative Hans Brown, as well as a bargaining committee made up of Sisters Jean Bieker, Joan Wright and Cathy Finlayson.

Separate negotiations are continuing for contracts at Edith Cavell and Normandy private hospitals, where Sisters Roma Luke and Renu Lingam (respectively) are representing their Units at the negotiating tables.

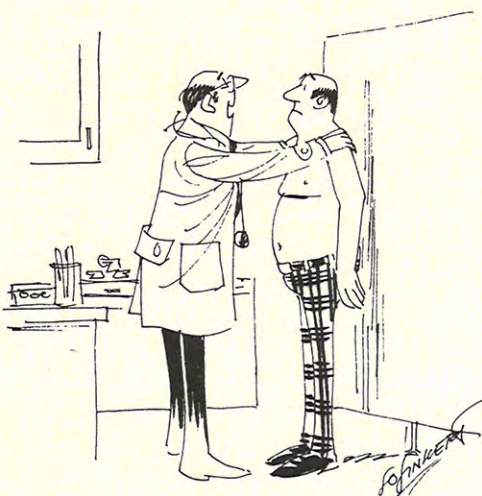
Finally, at Kiwanis Lynn Manor, the Unit was waiting at press time for a three-member arbitration board to hand down its decision on a new contract, following five days of hearings in July.

The HEU was represented at those hearings by Sisters Yandle, Bionda Bolleter and Carol Sanders.

The board itself was chaired by lawyer Richard Bird; Ray Haines represented the HEU, while Archibald was, again, the employer's nominee.

Sister Yandle said the board's decision was expected before mid-August.

In all of the private hospital negotiations and arbitrations, the Union has sought parity with the provincial master contract, arguing that the private hospital workers should receive the same pay and benefits for doing essentially the same work as their public sector counterparts.



The bad news first — we found something that the B.C. Medical Plan doesn't cover.

CONTRACT

Last word on students

In May, the Health Labour Relations Association managed to cheat about 300 British Columbia students out of jobs in the province's hospitals for the summer (*Guardian*, May-June).

Through an extensive public relations campaign, it also managed to create the impression that it was the HEU, rather than itself, which was responsible for the loss of those jobs.

Not everyone was fooled, though; below is a reprint of an editorial which ran in the *Kamloops Daily Sentinel* on May 6, an editorial which fairly and accurately outlined the problem, then offered comment on it.

And, in late June, the vice-president of the University of Victoria Alma Mater Society — Ian McAllister — mailed a letter to the editors of several major daily newspapers around the province, a letter in which he — as a student — "support(ed) the stand of B.C. unions to oppose attempts . . . to treat students as second-class workers".

Hooper's reason just double talk

The idea that several hundred B.C. students should have to sit on their behinds and twiddle their thumbs while union and health labor relations officials bicker away their pay cheques is sickening.

While both sides are blaming each other for the delay in employing students because of a wage dispute, it would appear the Hospital Employees Union is making a lot more sense than the Health Labor Relations Association.

The employers' group has offered to pay the students \$4 per hour while the union is holding out for the same wages the provincial government pays its student workers under the provincial Youth Employment Program.

Those rates provide for payments of \$4.03 an hour for students employed under the program who are in Grade 12 or below. They also provide an additional 30 cents an hour for all students in lieu of contract benefits and an additional lump sum of six per cent of gross pay in lieu of holiday pay.

Since they can't reach an agreement, the union has suggested the wage issue be decided by an impartial third party. The HLRA, for reasons which escape us, has rejected the proposal.

HLRA president C. M. Hooper's reason for the rejection also sounds like a load of double talk.

"We find this completely unacceptable in that the agreement between the parties has not been violated in any respect, nor is the offered rate

of more than \$30 a day inadequate in the opinion of the large number of students still seeking jobs."

Hooper is certainly taking a lot for granted when he suggests the rate is acceptable to a large number of students still seeking jobs. Has he, for example, conducted any kind of poll to find out what the students think?

And does he believe for a moment that a student in need of a job is going to tell him the HLRA offer isn't adequate?

With jobs so tough to find, a student who came up with that answer would have to be crazy or lazy. Most are neither.

The one thing Hooper can take for granted is that a large number of students in B.C. both want and need jobs this summer in the worst way.

The program which was to begin May 1 has already been delayed by the bickering. If no agreement is reached by May 15, the \$552,630 allotted by the Ministry of Labor to assist hospitals in creating summer jobs could be re-allocated and the entire Youth Employment Program for hospitals this year could be cancelled.

We can't imagine Hooper wanting this to happen. Nor can we imagine Hooper letting a feud with the HEU, which has already suggested going to an impartial third party, stand in the way of the badly needed program.

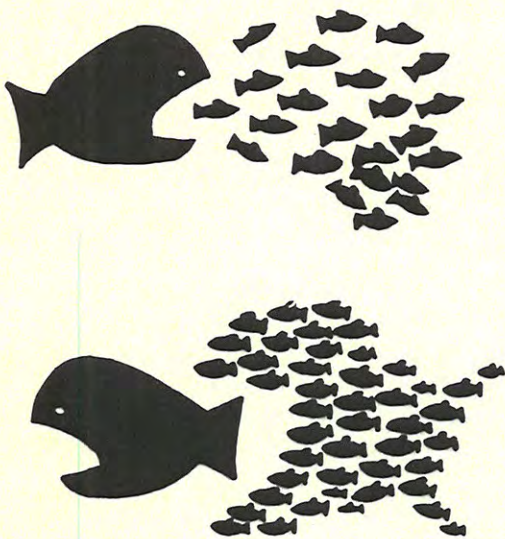
We just hope Hooper's stiff neck doesn't cost a lot of students summer jobs. He'd be wise to start bending before he finds himself looking for a job himself.

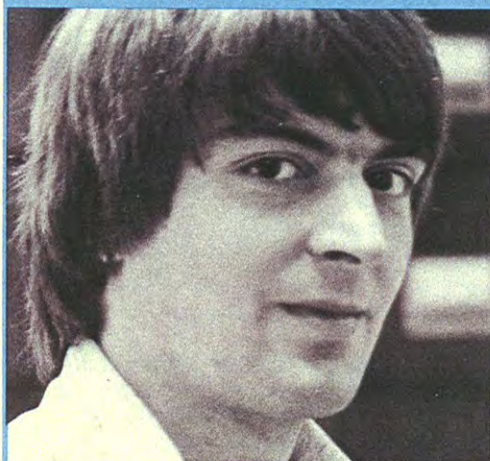
Time's running out.

-an editorial from the *Kamloops Daily Sentinel*, 6 May 1978



BARGAINING COMMITTEE CHAIRMAN
Gordon Meagher





FALYS



WHYTE



McARTHUR



ASHMORE

Kootenay Units in fight

HEU Units in the West Kootenays are joining in the area labour council's fight against the Independent Contractors' and Businessmen's Association's "right-to-work" campaign in British Columbia.

Unit officers from the Trail, Castlegar and Nelson Units told *The Guardian* they were prepared to do whatever they could to counter the high pressure, high-profile attack on trade unions being mounted by the ICBA, founded in the West Kootenays more than two years ago.

Castlegar Secretary-Treasurer Donna Peppard has attended meetings of the Nelson-Trail District Labour Council's anti-right-to-work committee, though none of the West Kootenay Units are members of the council.

"The committee's membership is not limited to council affiliates," Sister Peppard said. "It's open to just about any trade unionist who cares to join in the effort to stop the ICBA campaign."

A 30-minute videotape film — "Some views from the Kootenays" — has just been released by the committee, she said, and will be taken to the HEU's biennial convention this October for screening.

Part of the costs of producing the documentary, described as a history of trade unions in the West Kootenays and a look at what working conditions would likely return to if unions are successfully busted there, was underwritten by the Castlegar Unit, which donated \$100 towards the production.

In Nelson, Unit Chairperson Grant Falys said that Unit has not officially involved itself with the labour council's program, though some Unit members have attended committee meetings.

"But I'm quite sure we will get involved," Brother Falys added, saying the growing ICBA campaign is polarizing opinions in Nelson to the point where everyone will have to take a side in the near future.

A similar situation exists in Trail, where Unit Chairperson June Bradbury said local Unit participation in the labour council campaign has to date been limited to circulating form letters for hospital workers to sign and mail to Premier Bill Bennett.

The letter — which has space at the bottom for the worker's signature and address — advises the premier that the signer wishes to "be on record as opposing the introduction of any form of 'right to work laws' in British Columbia".

Participation from all three HEU Units would be a welcome addition to the labour council's committee on right-to-work, Brother Jim Conchie — a member of the International Woodworkers of America in Nelson — told *The Guardian*.

He said the 18-month-old committee is now preparing a major counter-attack on the ICBA and "needs all the help we can get"; it is likely, he added, that committee members would soon make direct, formal requests for participation from all West Kootenay HEU Units.

Whyte, McArthur in new jobs

Sister Lee Whyte and Brother Grant McArthur have been named the Un-

ion's assistant secretary-business manager and director of technical services.

Both appointments were ratified by the provincial executive at a meeting in mid-May.

Sister Whyte has been a member of the Union's staff since February, 1971, when she was hired as a job analyst. She was later appointed a staff representative, then to the position of director of technical services.

Her promotion opened the director's post, which Brother McArthur was named to fill.

A member of HEU's staff since May, 1975, Brother McArthur has served as staff representative and as a researcher/representative.

Both Sister Whyte and Brother McArthur will continue to work out of HEU's provincial office in Vancouver.

Ashmore tops

Saanich Unit Chairperson Janice Ashmore won 12 gold medals at a recent international culinary arts show held in Seattle, Washington.

Sister Ashmore, who works in the Vancouver Island hospital's dietary department (not surprisingly), entered the show through the auspices of Malaspina College, where she is an upgrading student.

Her first place finishes at the American show followed her prizes — six gold medals, four silver and the grand trophy — at a culinary art show staged several weeks earlier by the Victoria Academy of Chefs.

—Unit photo



NEGOTIATORS LEWIS, CAMPBELL & GAGNIER

ORGANIZING

Clinic stalled

Talks between the Union and the Medical Associate Clinic in Nelson — aimed at getting a first contract for more than 25 workers — broke down July 7, after the employers refused to sign an agreement which guaranteed a union shop.

The doctors who own the Vernon Street clinic said they would never sign an agreement which required all employees to belong to the Union.

Mediator Ed Sims adjourned the talks, saying he would re-open them when either party indicated it was willing to discuss the terms.

The break-off came after less than one full day of negotiations before Sims, who was named to mediate the contract talks after the Union asked the provincial ministry of labour to intervene and get the employers to the bargaining table.

That appointment came after the Labour Relations Board rejected an employer appeal of the Union's certification at the clinic in mid-May.

The appeal was based on the doctors' claim that the workers should have been given an option of "no union" on the representation ballots they cast April 19 (*Guardian*, May-June).

The HEU's negotiators included Clinic Chairperson Myrna Lewis, Vice-Chairperson Olive Campbell, Secretary-Treasurer Alice Gagnier, Servicing Representatives Owen Adams and Stephen Brewer and Vancouver lawyer Ray Cocking.

OTHER UNIONS

Pharaoh's views on a beerless land

In the late 1920s, a New York newspaper had as a columnist a cockroach named archie.

The creation of regular columnist Don Marquis, archie was said to be a poet reincarnated as an insect because of his sins during his life as a human being.

archie wrote about many things, always with no capital letters and no punctuation (this because he typed by diving off the top of the typewriter onto the keys; he couldn't hold down the button to make capitals and eliminated punctuation because it gave him a headache).

Just before the repeal of prohibition in the United States, archie "interviewed" the mummy of an Egyptian pharaoh in a New York museum.

The column he produced from that interview talked about the lack of beer in New York at the time, a lack legislated as law. But he could have been writing about our province, made beerless by a long, long strike/lock-out . . .

boss i went
and interviewed the mummy
of the egyptian pharaoh
in the metropolitan museum
as you bade me to do
what ho
my regal leatherface
says i
greetings
little scatter footed
scarab
says he
kingly has been
says i
what was your ambition
when you had any

insignificant
and journalistic insect
says the royal crackling
in my tender prime
i was too dignified
to have anything as vulgar
as ambition
the ra ra boys
in the seti set
were too haughty
to be ambitious
we used to spend our time
feeding the ibises
and ordering
pyramids sent home to try on
but if i had my life
to live over again
i would give dignity
the regal razz
and hire myself out
to work in a brewery
old tan and tarry
says i
i detect in your speech
the overtones
of melancholy
yes i am sad
says the majestic mackerel
i am as sad
as the song
of a soudanese jackal
who is wailing for the blood red
moon he cannot reach and rip
on what are you brooding
with such a wistful
wishfulness
there in the silences
confide in me
my imperial pretzel
says i
i brood on beer
my scampering whiffle snoot
on beer says he
my sympathies
are with your royal
dryness says i
my little pest
says he
you must be respectful
in the presence
of a mighty desolation
little archy

forty centuries of thirst
look down upon you
oh by isis
and by osiris
says the princely raisin
and by pish and phthush and phthah
by the sacred book perembru
and all the gods
that rule from the upper
cataract of the nile
to the delta of the duodenum
i am dry
i am as dry
as the next morning mouth
of a dissipated desert
as dry as the hoofs
of the camels of timbuctoo
little fussy face
i am as dry as the heart
of a sand storm
at high noon in hell
i have been lying here
and there
for four thousand years
with silicon in my esophagus
and gravel in my gizzard
thinking
thinking
thinking
of beer

divine drouth
says i
imperial fritter
continue to think
there is no law against
that in this country
old salt codfish
if you keep quiet about it
not yet

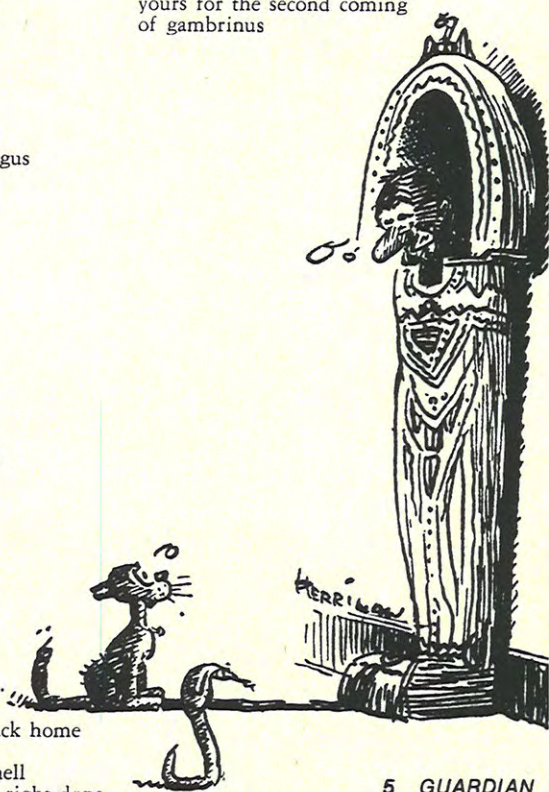
what country is this
asks the poor prune

my reverend juicelessness
this is a beerless country
says i

well well said the royal
dessication
my political opponents back home
always maintained
that i would wind up in hell
and it seems they had the right dope

and with these hopeless words
the unfortunate residuum
gave a great cough of despair
and turned to dust and debris
right in my face
it being the only time
i ever actually saw anybody
put the cough
into sarcophagus

dear boss as i scurry about
i hear of a great many
tragedies in our midsts
personally i yearn
for some dear friend to pass over
and leave to me
a boot legacy
yours for the second coming
of gambrinus



IN THE BEGINNING THERE WAS **ALEX PATERSON**



It was cold, and it was raining, neither surprising in a Vancouver September.

What was surprising was that so many people should choose to be abroad on a September evening in 1944, when wartime rationing still made things such as cars and even public transit a luxury reserved only for the most important of occasions.

But for the people gathering for a meeting in a hall near the Vancouver General Hospital that cold, rainy September night, the occasion was more than important.

The people were all employees at the hospital, then — as now — the largest of its kind in North America.

They were cleaners, and laundry workers, and clerical workers, and kitchen workers . . . they were what was called at the time "lay workers".

The occasion which brought them together was what was to prove to be the formation of the Hospital Employees' Federal Union, Local 180.

And if one man can be singled out as the catalyst for that meeting — and the subsequent birth and astounding growth of that Union — that man must be Brother Alex Paterson.

Brother Paterson had already organized one union at VGH: the Hospital Group of the Civic Employees' Union, of which he had been president since its inception in 1936.

But neither Brother Paterson nor any of the other men associated with that union — no women belonged — was convinced it was the ideal trade union they wanted for themselves, and for their fellow workers.

It was a union, of course, which made it infinitely better than nothing at all.

But, in September of 1944, male workers at VGH received about \$80.00 a month, gross salary; the unorganized, or poorly organized, female workers received about \$20.00 a month less than their male counterparts, whether they were doing the same (or more difficult) work or not.

Statutory holidays were unheard of; there was no paid sick leave, no medical plans, no seniority.

There had been talk in the hospital of doing something about the working conditions of lay employees, but — before the organizational meeting — little or nothing had been done.

At the meeting, Brother Paterson and other trade unionists told the assembled workers the task they were setting for themselves was a big one. They talked of hard work and co-operation, the high cost of success and the bitter causes of defeat.

They stressed that, if a union was to be formed, the job had to be done by the employees themselves, and that those employees would have to face many obstacles.

But the workers took the challenge; the Union was formed, a charter granted by the Trades and Labour Congress of Canada (one of the predecessors of the Canadian Labour Congress).

HEU was born . . . and one of the first things it needed was someone to steer it



**On July 31, the
H. Allan Hope arbitration
tribunal handed down
its long-awaited
award for a
new contract.**

PULL OUT & SAVE

**So what's
in it for
you?**

There's all this...

Money. What's the new agreement provide for in the way of money? How much is the general wage increase going to amount to for the province's hospital employees?

It amounts to four per cent, retroactive to January 1, 1978.

In 1979, when HEU will be out from under the Anti-Inflation controls, Union members are guaranteed a minimum of a seven per cent wage hike, plus other benefits.

If the Vancouver Consumer Price Index rises more than seven per cent in 1978 (*by the end of June, it had already gone up 3.9 per cent*), the tribunal's award provides for negotiations or arbitration for possible further wage increases in 1979.

On January 1, 1980, HEU members are to be brought to a comparable level of wages and benefits with workers employed directly by the provincial government.

There is also provision for re-opening negotiations on the issues of wages, COLAs, the Job Evaluation and Apprenticeship programs, overtime, vacations, statutory holidays and severance allowance for 1980.

—Article XVIII

The Hope Tribunal provided for two important new benefits on January 1, 1979:

A group life insurance program for HEU members, which provides \$15,000 of coverage; and

Implementation of an Extended Health Care Benefit Plan.

The EHC Plan will pay for such things as most prescription drugs (after a deductible amount), out-of-province hospital fees, chiropractors' fees (up to \$200) and rental or purchase of therapeutic equipment, such as wheelchairs or hospital beds, for convalescence in your home.

—Article XI, Section 9 (c);
and Article XI, Section 14

There are 11 holidays with pay provided for in the contract, three of them super-stats.

Until now, employees scheduled to work on a statutory holiday got nothing but straight time and a re-scheduled day off.

Starting January 1, 1979 (*which is a holiday, incidentally*), all that will change: If you work on a statutory holiday, you'll get paid time-and-a-half . . . and you'll **still** get another day off with pay.

Work a super-stat (*Good Friday, Labour Day or Christmas Day*) and you'll get double-time-and-a-half, plus another day off with pay.

—Article IX, Section 1

Arbitration boards almost invariably make compromises between what the employer wants and what the Union wants in a contract.

In dealing with the contract clause which spells out how regular employees are to be laid off (*released*), the Hope Tribunal did just that: It added a sentence which allows hospitals to escape paying 28 days' salary to employees who haven't been given 28 days' notice of lay-off . . . if the layoff is the result of "an act of God, fire or flood."

Then it added a whole new paragraph to the section, which guarantees the right to be re-hired to all workers who have been laid off, for up to one year after the layoff.

Old language guaranteed that right only to workers with more than one year's seniority.

—Article VI, Section 8

Hospitals — who have to keep records of such things anyway — are going to take over the job of getting workers their receipts for Union dues.

The award makes it mandatory for each hospital to get that dues receipt (which you use to write off dues on your income tax return) into each member's hands before March 1 of the year following the taxation year.

—Article I, Section 3

Wonder no more about who got that new job which was posted and which you applied for.

A new section has been added to the contract requiring the employer to either post the name of the successful applicant, in the same manner the job was posted, or to let every applicant know the name of the person who got the job . . . all within three days of the selection.

—Article VI, Section 13 (g)

Want to have a look at the disciplinary form your supervisor told you was going into your file?

Now you can . . . new language allows you to examine that portion of your personnel file related to disciplinary actions. All you have to do is ask, in writing, seven days before you want to look.

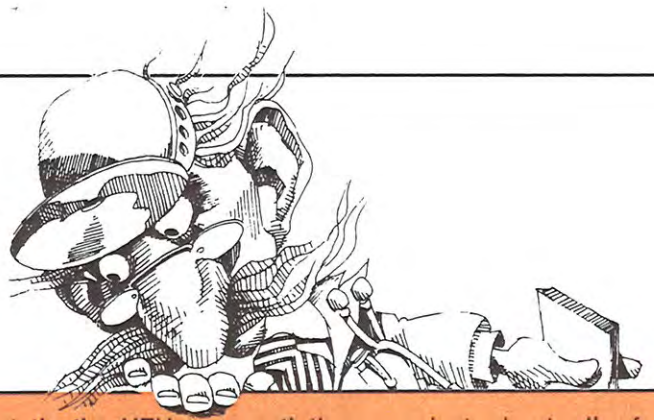
You can even — again, if you ask for it in writing — get copies of that part of your file.

—Article IV, Section 5(e)

The tribunal's awards put new teeth into those contract provisions which guarantee the right of senior employees to "bump" if their job is eliminated.

Old language — which protected bumping unless its exercise would mean a promotion — is improved; and the word "promotion" is narrowly defined by new language which says a transfer isn't a promotion unless it results in a pay increase of more than three per cent.

—Article III, Section 3



When does the new contract expire?

At first glance, in two-and-a-half years: It's a three-year agreement effective January 1, 1978, and expiring December 31, 1980.

But it's not that simple, because

the contract does not tie the HEU to wage increases or other "cost benefits" for that long (**see accompanying story**).

What it really does is offer protection for existing and new benefits for three years, and allows new

negotiations on just about all of those "cost benefits", things like wages, Cost-of-Living Allowances, overtime rates, vacations, statutory holidays, severance allowances and the Job Evaluation and Apprenticeship programs. —**Article XVIII**

The Job Evaluation Program will continue to operate in much the same way it has up to now.

The language of the new agreement guarantees that, despite an HLRA effort to effectively cripple the JEP Committee and leave it powerless.

The new contract guarantees the retroactivity of any wage rate adjustments ordered by the JEP Committee, overruling an employer demand to eliminate retroactivity completely.

It requires employers to continue drawing up job descriptions and guarantees the right of Union members to proceed with outstanding Pay Rate Adjustment requests, until the JEP is in place in the hospital where they work.

Article VI, Section 12; and Article XII; and Article II, Section 2; and Addendums

Probably no section of the current master agreement has given the Union more trouble than the one which deals with promotions, transfers, demotions and releases.

It has always put "efficiency and required qualifications" at the top of the list of considerations.

The new contract changes that, subtly but importantly, by substituting an equally short paragraph which says "efficiency, required qualifications, including initiative, and seniority shall be the determining factors".

That gives seniority equal weight with the other two factors.

—**Article VI, Section 2**

A new paragraph has been added to the contract which requires your employer to repair or replace any of your personal property damaged by a patient.

If a patient strikes you, for example, and breaks your watch or glasses, getting them repaired or replaced isn't going to cost you one penny.

—**Article XI, Section 1(e)**

Remember special leave?

That's the leave of absence, with pay, you get when you get married, or become a father, or which you can use to stretch your compassionate leave.

You can even use it, for up to two days, to deal with household or domestic emergencies . . . like when your child gets sick and there's no one else at home who can look after him.

The employer tried to get special leave eliminated from the contract altogether.

The employer didn't succeed.

—**Article VII, Section 7**

Metrification . . . the federal program which is going to make Canada a metric country.

If you use your own tools on the job, it may put you in the position of having to replace them.

Expensive — or it would have been. The new contract says your employer shall supply you tools calibrated in metrics, if he requires you to have them after January 1, 1979.

The same new section says employers who have been supplying tools shall continue to do so.

It also says your employer has to replace any of your tools which are lost, broken or stolen on the job.

—**Article XI, Section 1(g)**

And that isn't all the new contract has in it for you . . .

The Union was also successful in getting the time for which a job must be posted extended, from five days to seven; in ensuring that UIC rebates are paid to workers in cash; in getting a new industry trouble-shooter.

Your shop stewards and Unit officers will be brought up-to-date on all the new language, and will have rush copies of the new contract within a matter of weeks — see them for details, or with any questions you may have.

Some of the most important things in the new contract aren't new at all . . . they've been there since the agreement which expired last December 31 was legislated by the government in 1976.

They're important, and they're still there because the Union convinced the Hope Tribunal to reject employer suggestions to delete them.

Who's covered?

M.S.A. Hospital, Abbotsford
 Menno Hospital, Abbotsford
 Armstrong and Spallumcheen Hospital, Armstrong
 Ashcroft and District Hospital, Ashcroft
 Burnaby General Hospital, Burnaby
 Fellburn Hospital, Burnaby
 Burns Lake and District Hospital, Burns Lake
 Campbell River and District Hospital, Campbell River
 Castlegar and District Hospital, Castlegar
 Chemainus General Hospital, Chemainus
 Chetwynd General Hospital, Chetwynd
 Chilliwack General Hospital, Chilliwack
 Dr. Helmcken Memorial Hospital, Clearwater
 Bevan Lodge, Courtenay
 Cranbrook and District Hospital, Cranbrook
 Creston Valley Hospital, Creston
 Cumberland General Hospital, Cumberland
 Dawson Creek and District Hospital, Dawson Creek
 Delta Hospital, Delta
 Cowichan District Hospital, Duncan
 Enderby and District Memorial Hospital, Enderby
 Fernie District Hospital, Fernie
 Fort Nelson General Hospital, Fort Nelson
 Stuart Lake Hospital, Fort St. James
 Fort St. John General Hospital, Fort St. John
 Golden and District General Hospital, Golden
 Boundary Hospital, Grand Forks
 Fraser Canyon Hospital, Hope
 Windermere District Hospital, Invermere
 Ponderosa Hospital, Kamloops
 Royal Inland Hospital, Kamloops
 Victorian Hospital, Kaslo
 Kelowna General Hospital, Kelowna
 Kimberley and District General Hospital, Kimberley
 Kitimat General Hospital, Kitimat
 Ladysmith General Hospital, Ladysmith
 Langley Memorial Hospital, Langley
 Lillooet District Hospital, Lillooet

St. Bartholomew's Hospital, Lytton
 Mackenzie and District Hospital, Mackenzie
 Maple Ridge Hospital, Maple Ridge
 Nicola Valley General Hospital, Merritt
 Mission Memorial Hospital, Mission
 Arrow Lakes Hospital, Nakusp
 Nanaimo Regional General Hospital, Nanaimo
 Kootenay Lake District Hospital, Nelson
 Mount St. Francis Hospital, Nelson
 Slocan Community Hospital, New Denver
 Royal Columbian Hospital, New Westminster
 St. Mary's Hospital, New Westminster
 Lions Gate Hospital, North Vancouver
 Ocean Falls General Hospital, Ocean Falls
 South Okanagan General Hospital, Oliver
 100 Mile House District General Hospital, 100 Mile House
 Penticton General Hospital, Penticton
 Powell River General Hospital, Powell River
 Prince George Regional Hospital, Prince George
 Princeton General Hospital, Princeton
 G. R. Baker Memorial Hospital, Quesnel
 Queen Victoria Hospital, Revelstoke
 Richmond General Hospital, Richmond
 Mater Misericordia Hospital, Rossland
 Saanich Peninsula Hospital, Saanichton
 Shuswap Lake General Hospital, Salmon Arm
 St. Mary's Hospital, Sechelt
 Bulkeley Valley District Hospital, Smithers
 Michel-Natal District Hospital, Sparwood
 Squamish General Hospital, Squamish
 Summerland General Hospital, Summerland
 Surrey Memorial Hospital, Surrey
 Mills Memorial Hospital, Terrace
 Tofino General Hospital, Tofino
 Trail Regional Hospital, Trail
 Cancer Control Agency of B.C., Vancouver
 Arthritis Society, Vancouver

Canadian Red Cross Blood Transfusion Service, Vancouver
 Children's Hospital, Vancouver
 Dogwood Lodges, Vancouver and Burnaby
 G. F. Strong Rehabilitation Centre, Vancouver
 Grace Hospital, Vancouver
 Holy Family Hospital, Vancouver
 Louis Brier Hospital, Vancouver
 Mount Saint Joseph Hospital, Vancouver
 Shaughnessy Hospital, Vancouver, including George Derby Wing, Burnaby
 St. Paul's Hospital, Vancouver
 St. Vincent's Hospital, Vancouver
 Sunny Hill Hospital, Vancouver
 Vancouver General Hospital, Vancouver
 Vernon Jubilee Hospital, Vernon
 Aberdeen Hospital, Victoria
 Glengarry Hospital, Victoria
 Gorge Road Hospital, Victoria
 Mount St. Mary Hospital, Victoria
 Mount Tolmie Hospital, Victoria
 St. Mary's Priory Hospital, Victoria
 Queen Alexandra Hospital, Victoria
 Royal Jubilee Hospital, Victoria
 Victoria General Hospital, Victoria
 Peace Arch District Hospital, White Rock
 Cariboo Memorial Hospital, Williams Lake
 Overlander Extended Care Hospital, Kamloops
 Penticton and District Retirement Service, Penticton



through the passages between the obstacles those at the September meeting had been warned about.

Brother Paterson was the choice of the 300-odd VGH workers who, at the time, were the sole membership of Local 180.

Under his leadership, the struggle to build a strong Union went on. He directed the efforts of the pioneers of Local 180, men and women who did more than just give lip service to trade unionism.

He, and those he worked with, envisioned unions. They created one.

Knowing that an isolated Union whose membership was limited to one hospital could never bring the strength required to the bargaining table, Brother Paterson and his fellow unionists set out to build one big union, of all the hospital and health care workers in British Columbia.

By 1949, when Brother Paterson stepped down as president, giant steps had been taken to realize that goal: HEU had grown to include Units in New Westminster, the Fraser Valley, North Vancouver and Vancouver Island.

In 1949, Brother Paterson became the Union's financial secretary, though he continued to work at VGH; two years later, the membership decided HEU had grown to the point where it needed a full-time financial secretary — the necessary constitutional amendment was made and Brother Paterson was elected to fill the new position.

He served in that capacity until 1964, when he retired; in the 28 years he had devoted to building a Union of hospital employees in this province, he had seen the

dream move a long way towards fulfillment.

Today, of course, the Union represents more than 21,000 members, working at more than 120 different hospitals and health care institutions.

It has offices in four British Columbia cities, a staff of more than 30 workers, and

has made labour history in the province not once, but many times.

The struggle to build a better way of life for all other British Columbians goes on.

But without Brother Alex Paterson — and others like him — that struggle would likely have never begun.



FINANCIAL SECRETARY PATERSON gives a lesson in basic mathematics to the then-provincial president, Hector Cardin, and HEU's first secretary-business manager, W. M. (Bill) Black. Photograph dates from the early 1950s.

THE PATERSON BOARDROOM

Hospital boards, city councils and provincial governments having the attitudes they do about trade union organizers, it is unlikely we will ever see an Alex Paterson Street, or the Alex Paterson Wing, or the Alex Paterson Highway.

The streets, hospital wings and highways of British Columbia will continue to be named by the politicians, for the politicians, and after the politicians.

Which doesn't mean there will never be an "Alex Paterson"

Brother Alex Paterson

Organizer and first President of the Hospital Group of the Civic Workers' Union at Vancouver General Hospital, from 1936 until 1944.

Organizer and first President of the Hospital Employees' Union, Local 180, from 1944 until 1949, when he became the HEU's Financial Secretary.

He continued to work at VGH while serving in that capacity until 1951, when the position of Financial Secretary was made a full-time job; he was the first full-time Financial Secretary and served in that position until his retirement in 1964.



anything . . . in fact, there will soon be an Alex Paterson Boardroom, in the Union's provincial offices in Vancouver.

When the Union's auditorium was remodelled — half of it was used to create new offices for an expanding provincial office staff — the provincial executive decided to use what was left to create a formal boardroom, in which negotiations, arbitrations and hearings could be held.

The room was panelled, painted and carpeted; new furniture — a hardwood table and matching chairs — was ordered; new drapes were ordered and hung.

As a final touch, it was decided the boardroom should have a name . . . and nothing seemed more appropriate than to name it after the man who did so much to bring the Union into existence:

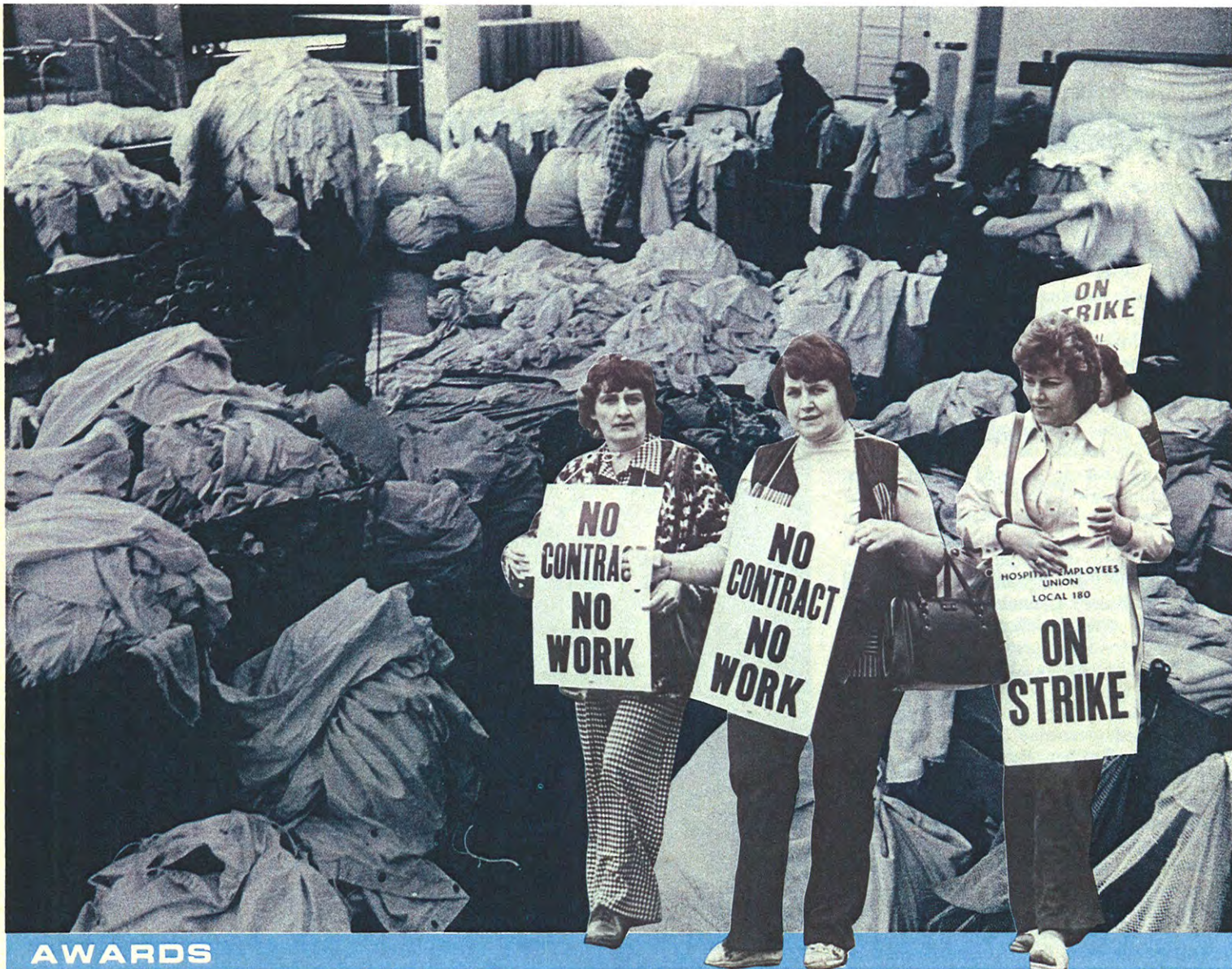
The Alex Paterson Boardroom was created.

A gold-plate plaque (*reproduced at left*) was designed and created, featuring an artist's rendering of a smiling Paterson (*also featured on the cover of this edition*) and a brief resumé of his Union accomplishments.

The plaque will be mounted on the wall of the boardroom, as will the framed original artwork used to create it.

Sometime this Fall, everything should be ready, and ceremonies to mark the official opening of the new boardroom will be held.

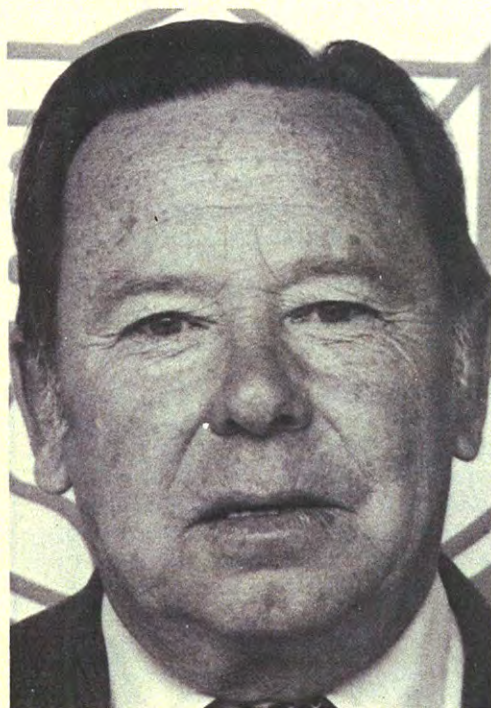
It's not a street, or a highway, or a hospital wing . . . but it is perhaps a more appropriate way of remembering the man without whom there might never have been a Union.



AWARDS

ASSESSMENT UPSET

The Union has established a seven-member committee to investigate the matter of assessing the workers designated essential at Vancouver General Hospital by the Labour Relations Board during the strike in the Spring of 1976.



BLACK

... heads committee

The move to establish the committee came after a surprise decision of the LRB in early June, in which it denied the HEU the right to assess those essential workers all of their wages above \$100 a week.

The Board did not question the Union's right to assess the workers, limiting its ruling of the specific issue before it: Was the assessment which *was* levied unfair or arbitrary?

In its decision, the LRB ruled it was, then went on to suggest HEU strike a committee to study the matter of assessing workers designated essential by the LRB during a strike by a trade union covered by the provincial Essential Services Dispute Act.

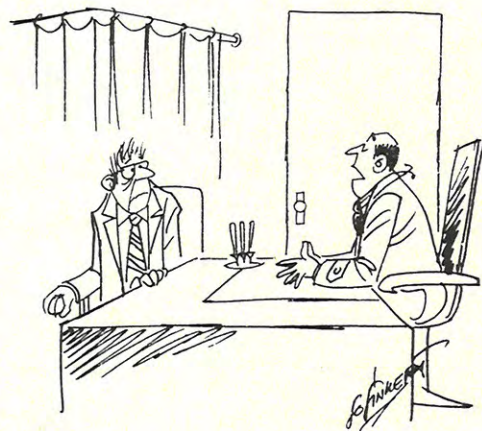
The HEU was quick to act on the suggestion, naming Provincial President Bill Black; Brother Gordon Meagher, first provincial vice-president and chairperson of the VGH Unit; Brothers Bill Dugan and Larry DeVries, both essential workers at VGH; Brother Neil Anderson, a member of the Lions Gate Unit; Sister Nancy Cardy, chairperson of the Jubilee Unit; and Brother Bob Standell, chairperson of the St. Paul's Unit, to the committee.

The decision of the LRB dealt with a complaint placed before it by 25 of the 100

ABOVE: Walking the line in front of a strike-bound VGH laundry, 1976.

VGH essential workers, laid under Section 7 of the Labour Code, in which they claimed the assessment was a violation of the Union's responsibility to represent them fairly and equally.

The decision — written by Board Chairman Paul Weiler — stressed that the LRB



Of course, we'll have to wait for the lab tests, but according to our diagnostic computer, you're dead.

was criticising the assessment and the way it was applied, not the VGH Unit executive, which recommended it.

The Board, Weiler noted, had the advantage of being able to calmly look at the entire question two years after the fact, while the Unit and its executive had been forced to make the decision to levy the assessment in the first place in the midst of the strike.

The Unit executive, Weiler said, "made an honest evaluation of the problem as it appeared at the time," then used that evaluation to levy the assessment on all essential workers.

"Certainly there can be no suggestion of any particular animus or bad faith towards the workers," Weiler added. "But in retrospect, the Board has satisfied itself that the Union's assessment policy did subject the designated workers to arbitrary and unfair treatment . . .".

Weiler's objections to the assessment levy appeared to centre on the fact that, while strike pay for those workers not designated essential went up according to the number of dependents, the essential workers were assessed a flat rate of all their wages above \$100 a week. No provision was made for reducing that burden for essential workers with dependents.

Additionally, Weiler said he was disturbed by the fact that the assessment dealt with gross salary, not net salary, which meant that it was unlikely that any of the essential workers would take home even the \$100 a week.

No further action will be taken by the Union with regard to the assessments until after the committee has made its recommendations to the provincial executive.

PRESS

Guardian tops—again

For the second straight year, *The Guardian* has been named the best magazine of its kind in British Columbia.

Selected for the honour by a panel of judges representing the British Columbia Business Communicators — a group whose membership includes magazine and newspaper editors of "in-house" publications — HEU's official magazine was presented an Award of Excellence after being singled out

by one of the judges as an "excellent publication".

The Guardian was presented with an identical award last year (*Guardian*, November-December, 1977).

The HEU magazine was awarded 156½ points (of a possible 200) by this year's judges, who are publishers of community newspapers in British Columbia and the Yukon Territories.

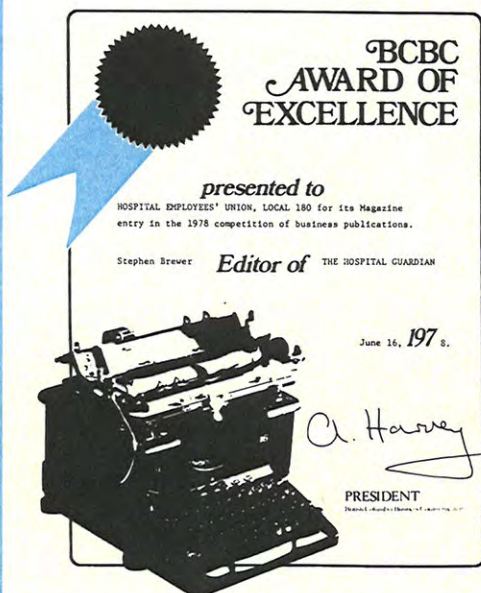
The judges said *The Guardian's* "writing is of a high quality, overall," adding it "attracts and keeps the interest" of readers.

High marks were also awarded for the magazine's use of artwork and photographs, as well as for the layout of the publication.

But not everything the judges had to say was praise; criticism was levelled because of the magazine's "failure to encourage contributions from the members."

"In the two issues examined (November-December, 1977, and March-April, 1978) there are no articles by members, no letters (except those lauding the executive) and no evidence such participation is sought . . .".

Some of the judges' criticisms echoed comments being transcribed from the Reader Survey questionnaires filled out by more than 700 HEU members early this year (*Guardian*, January-February).



FILM

HEU FILMS

STAR

The HEU has gone into the movie business . . . on, naturally, a modified scale.

The Union is currently in the midst of solving pre-shooting problems before starting to film a 30-minute, as-yet-untitled film about Local 180, its members and the work they do.

Funded by a grant from the federal ministry of labour, the film is being written, edited, processed and put together by Telesound Film Recording Ltd., a Vancouver-based production company.

Work on the project is being overseen by HEU Director of Membership Services Bob McCartney, who told *The Guardian* he was confident the film would be completed in "plenty of time for a premiere screening this Fall".

Extensive use is being made of the Union's stock of photographs and regional representatives are busy taking new photographs for inclusion in the finished movie.

The search for a narrator for the film is also being conducted by both McCartney and Lloyd Stump, who heads Telesound.

But the meat of any movie, of course, is pictures which move . . . and there will be plenty of those in the production.

Tentative plans call for filming of Union members on the job at Maple Ridge, St. Paul's Hospital in Vancouver, Lions Gate in North Vancouver, Vancouver General, the Canadian Arthritis and Rheumatism Society and at the Red Cross Blood Transfusion Unit.

Filming will likely start sometime in late July or early August, though both men stressed that a schedule has not yet been set.



ROUNDUP



—Hux Lovely photo

WHEN THE OPENING GAVEL FALLS at the HEU's Eleventh Biennial Convention at the Richmond Inn this October 16, almost 325 elected delegates will be waiting to consider the business brought to the floor. It wasn't always that way: Back in 1953, when HEU was still the Hospital Employees' Federal Union, Local 180, there were fewer than 40 delegates to the convention. The numbers change, but not all the faces do: That's Provincial President W. D. (Bill) Black there in the back row, third from the right. Then, he was a delegate from the Royal Columbian Unit . . . in October, of course, he'll be in the chair.

In true Cariboo style, the 100 Mile House Unit held a Country and Western Spring Hoe-Down in the Northern Interior community in late April.

"Vittles" were provided by HEU members and foot-stompin' music kept everyone swinging until the wee hours of the morning.

Local businesses contributed door prizes for the affair, while Sister Lynda McNabb called the spot dances.

"We were fortunate to have Bernice Gehring, our northern servicing rep, bring along her husband Don to join us in the fun," Unit Chairperson Val Cook told *The Guardian*, "even though they were most upset when we told them to leave their horses outside. They retaliated by absconding with a bale of our Cariboo hay, leaving a trail all the way to the coast."

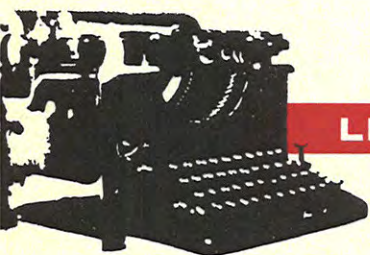
The Unit hopes to make the event an annual community affair.



A dance was also held in Victoria in April, where the Mt. Tolmie Unit gathered at the Union Hall to celebrate the rites of Spring.

Music for the dance was supplied by *Canned Music*; prizes (door and spot dances) were donated by Brothers Steve Riddell and Ed Rath; they were won by Sisters Carlson and Ward, and by Island Servicing Representative Bill Muir.

A chicken dinner capped the evening.



LETTER

Overlander 'feast' draws fire

The Editor, Sir:

I am writing concerning hospitals operating in the red, and in particular about the Overlander Extended Care Unit, where the employees have been requested to make certain cutbacks because the hospital is operating with a deficit.

In light of the fact that these requests have been made, I find it quite ironic that the hospital would put on a luncheon for 30 people at the expense of the taxpayer.

These people included supervisory staff, an accreditation committee, the board of directors, doctors and the administrator.

The cost of seven supervisors and an administrator sitting eating for two hours is, alone, quite expensive. Add to that the wages of the chef to prepare a meal of prime rib, shrimp cocktail, Yorkshire pudding and creme de menthe parfait; then add the cost of the two extra people who were called in to serve the meal; then add the cost of the meal itself.

I do not have an exact figure, but I would estimate the cost (of that luncheon) at several hundred dollars . . . possibly the admin-

istrator could give us an exact figure?

This meal is even more shocking when you realize that the administration refuses to serve coffee at coffee breaks because the cost . . . is too high!

The staff, I might add, has been very good at trying to hold costs down; but it's quite tough to swallow when these people use the staff cafeteria for such a fine meal, while HEU members are asked to eat elsewhere and have HOT DOGS on *their* menu.

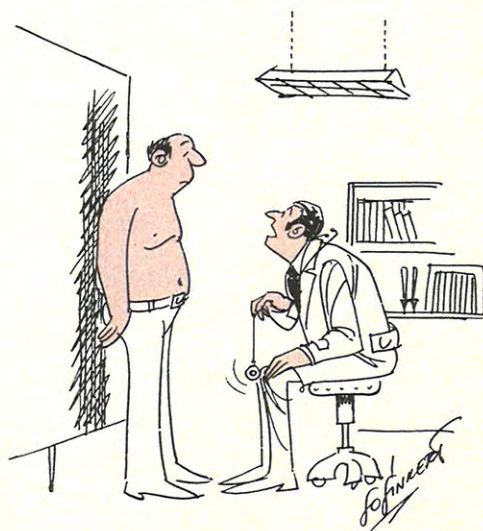
It is no wonder the HLRA did not want to give students higher wages this year: There would have been no money left to impress an accreditation committee with such a fine luncheon.

I am writing this letter as a taxpayer, as well as an HEU member. I just do not feel that this administration has the right to request cutbacks that affect the residents, the staff and the harmony of the hospital, then so blatantly and knowingly spend (the money saved) on a frivolous, costly luncheon.

The administration of (Overlander) should start setting some priorities for itself

. . . and I do not feel this type of luncheon should be near the top of its list.

An Outraged Worker
Overlander Unit



The sloshing of the beer is drowning out the beating of your heart.

At the *Shaughnessy Hospital*, meanwhile, Sister *Mary Zetaruk* was presented with a watch to thank her for the many years she served as the Unit's secretary-treasurer.

Sister Zetaruk held the position when the hospital workers at Shaughnessy were members of the Public Service Alliance of Canada, then moved into the same post when the HEU took over certification for the Shaughnessy employees in 1974.



About 70 kilometres north of Fort St. John, two and a half kilometres from the Alaska Highway, there is a log cabin (that's it in the picture below).

In that log cabin lives Sister *Thelma Arminen*, a recently-retired member of the *Fort St. John Unit*.

She built the cabin herself (as well as the log outhouse) and has lived there for the last six years, on Crown grant land she staked out more than 10 years ago.

Sister Arminen has no electricity, no telephone and often walks more than two kilometres further into the bush so she can plug in the block heater for her car when the temperatures dip to -40 degrees (or below).

Right now (since she has more time on her hands), she's peeling logs so she can put up a garage.

She does all this by herself, or did, until recently . . . now she's acquired an Irish Setter to "keep her company in her retirement".

And they say the country is going soft.



OBITUARY

MOORE

The provincial executive has donated \$25 to the Les Moore Memorial Fund at Langley Memorial Hospital.

The action followed Brother Moore's death on April 25.

A member of the provincial executive for nine years (he served as Fraser Valley regional vice-president from 1957 to 1960, then again from 1962 until 1968), Brother Moore was also active in the Langley Unit, serving as its secretary-treasurer from 1954, when it was certified, until his retirement.

Retired since 1970, Brother Moore was 73. He is survived by his wife, Faye, three daughters, one son, seven grandchildren, two brothers and his sister.



—Laura Gotham/Alaska Highway News photo

FRIDAY, MAY 12 WAS CANADA HOSPITAL DAY, just in case anyone missed it. Newspaper readers in Fort St. John couldn't have: The area's daily paper ran this picture of HEU Members Martha Ziegman and Alberta Dorval treating Patient Clark LaVallee in the hospital whirlpool bath on its front page to mark the event. Sisters Ziegman and Dorval are both physiotherapy aides.

GOING PLACES

MILESTONES

RETIRED:

—Sister *Edith (Mickey) Downing*, on February 22. A licenced practical nurse, she had worked at the Mission Hospital in the nursing department since July 2, 1953. The Mission Unit's first secretary, she served in that position for four years. Originally planning to retire in 1979, she was forced to leave the hospital after a heart attack. In late March, she was honoured at a tea at the hospital, where she was presented with gifts from staff and the Mission HEU Unit. A member of the Eastern Star lodge, she will spend her retirement "doing some relaxing".

—Sister *Winnie Rose*, in February, from the housekeeping department at Royal Jubilee Hospital. Instrumental in the drive to turn the hospital's employee association into an HEU Unit, she was also active on the Unit executive and as a shop steward. She has moved to Hawaii.

—Sister *Jessie R. Litwen*, on May 18. A dietary maid at the Cumberland Diagnostic and Treatment Centre since June 6, 1966, she was secretary-treasurer of the Cumberland Unit for two years, then served as conductor for one year. She and her husband have already travelled to Scotland to visit relatives, and to visit their families in Trail and Victoria. She "hopes to find time now to enjoy

all the grandchildren and to spend more time on home activities".

—Sister *Nancy Currie*, on April 28. An occupational therapy aide at the Canadian Arthritis and Rheumatism Society since September, 1963, she first joined HEU in 1940, when she worked at Vancouver General for a brief period.

—Sister *May Delcourt*, on April 30. Head cook at the Ladysmith Hospital since May 1, 1967, she plans now "to do things I haven't been able to do".

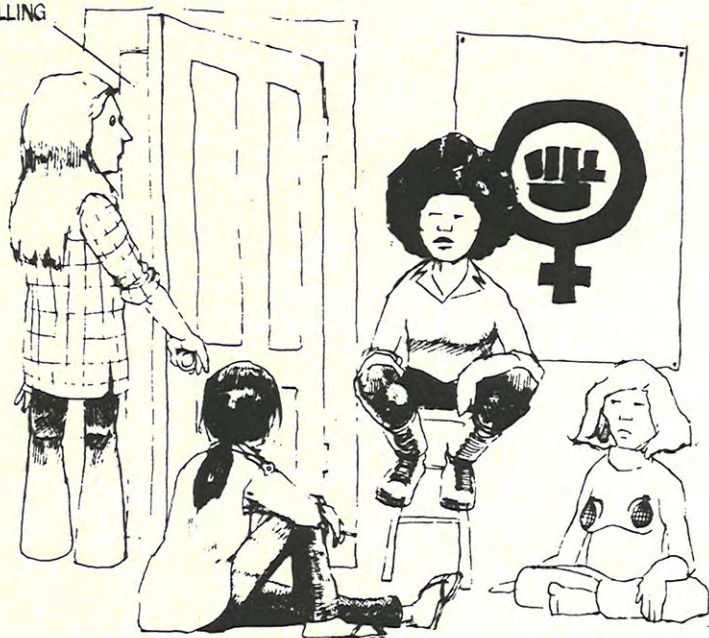
—Sister *Florence Telford*, on April 30. A member of the Quesnel Unit since June 6, 1969, she was a cook at the G. R. Baker Memorial Hospital. With over 800 sick hours on the books upon retirement, she picked up a cash-out cheque which should help her with her retirement plans, which include travelling and doing volunteer work.

—Brother *Peter Letwyn*, on February 10. A cook at Shaughnessy Hospital since March, 1954, he joined HEU when the Shaughnessy Unit was certified in July, 1974. Honoured at a retirement tea, he received many gifts, including a cheque from the Shaughnessy Unit. He now plans to spend his time fishing, travelling and "enjoying the lap of luxury".

FROM TOP: Sisters Downing, Litwen, Delcourt and Telford.



Unit photos

AVON
CALLING

SUPERANNUATION

Work longer, get more

Q Will I receive my full pension if I retire at age 60? In past columns, you have indicated I will, yet the information I get from my payroll officer indicates I won't. Can you clear up the confusion?

A Gladly . . . You're right in saying that we have told you in the past that you can retire on a full pension at 60, instead of waiting until you're 65 (you *must* retire at 65).

But your payroll officer is also right when he tells you you won't receive as high a pension at 60 as you would if you worked another five years.

The confusion enters the picture because of the method of calculating your pension.

Essentially, your pension is based on three things: How long you've worked in a job which is covered by the superannuation plan (number of years' service); your age at retirement; and your highest average monthly salary during the best paid 60-month period of your work life.

It's those last two factors which have confused you, and several other *Guardian* readers who have written with queries about their pension entitlement.

The Act says anyone who has worked 10 years can retire, regardless of their age; but it also says anyone who retires before they reach age 60 will have their pension entitlement reduced (except in certain special cases).

Workers who retire at 60, in other words, won't have their pension entitlement reduced — but they probably won't get as much as they would if they continued working for five years.

They won't get as much on their monthly cheque because of that third factor which is used in setting the amount of that cheque: their highest average monthly salary.

Usually, the 60 months of your work life during which you get paid the most money are the last five years (unless, of course, you go from full-time to part-time, or for some other reason move into a lower-rated pay scale), simply because salaries almost invariably go up, not down.

So, if you retire at 60, the average salary which will be used will likely be for the years between your fifty-fifth and your sixtieth birthday; if you wait until you're 65, the average salary will likely be for the five years between your sixtieth and your sixty-fifth birthday.

Say you're 60 years old, and your average salary for the last five years has been \$1,000 a month. If you retire, that \$1,000 will go into the pension calculation.

But, if you kept on working for five more years, your salary would go up, let's say by a modest five per cent a year. That would mean, when you retired, your **average** salary would be more than \$1,200 a month — and that's the figure which would go into the pension calculation equation.

It can make quite a difference.

Nanaimo

Richard the Lion Hearted has a very special place in English history.

He is invariably remembered as the able and benevolent king who returned from the Crusades to depose his dastardly brother, John, from the British throne, thereby ending the rule of tyranny and confusion which had prospered under John's "rule".

What is not often mentioned is that Richard could have avoided all the trouble in the first place by doing the job he was getting paid for: Staying in England and ruling the country.

There's a lesson here, for those who are paying attention; apparently, Nanaimo Regional General Hospital Administrator Gordon Frith is not.

No one questions Frith's abilities as an administrator . . . in fact, he's such a good administrator he got elected to head the Canadian Hospital Association.

Now he's "off" on his own Crusade: tending to the business of that Association, something which takes a good deal of his time.

His department heads can't seem to sort out who's in charge, a forgivable lapse, since no one really is.

The problems their in-house squabbling have created have already sparked a sit-in at the hospital (*Guardian*, November-December, 1977), a move which followed an earlier crisis in May of last year.

That May crisis prompted the Union to send a "team" of staff members to the Island hospital in an attempt to sort out the problems (*Guardian*, July-August, 1977).

While most of the grievances outstanding then have been resolved, the real problem remains: Gordon the Lion Hearted is still off Crusading.

As long as he is, the Union's Robin Hood approach to labour relations at Nanaimo Regional General is likely to have to continue.

