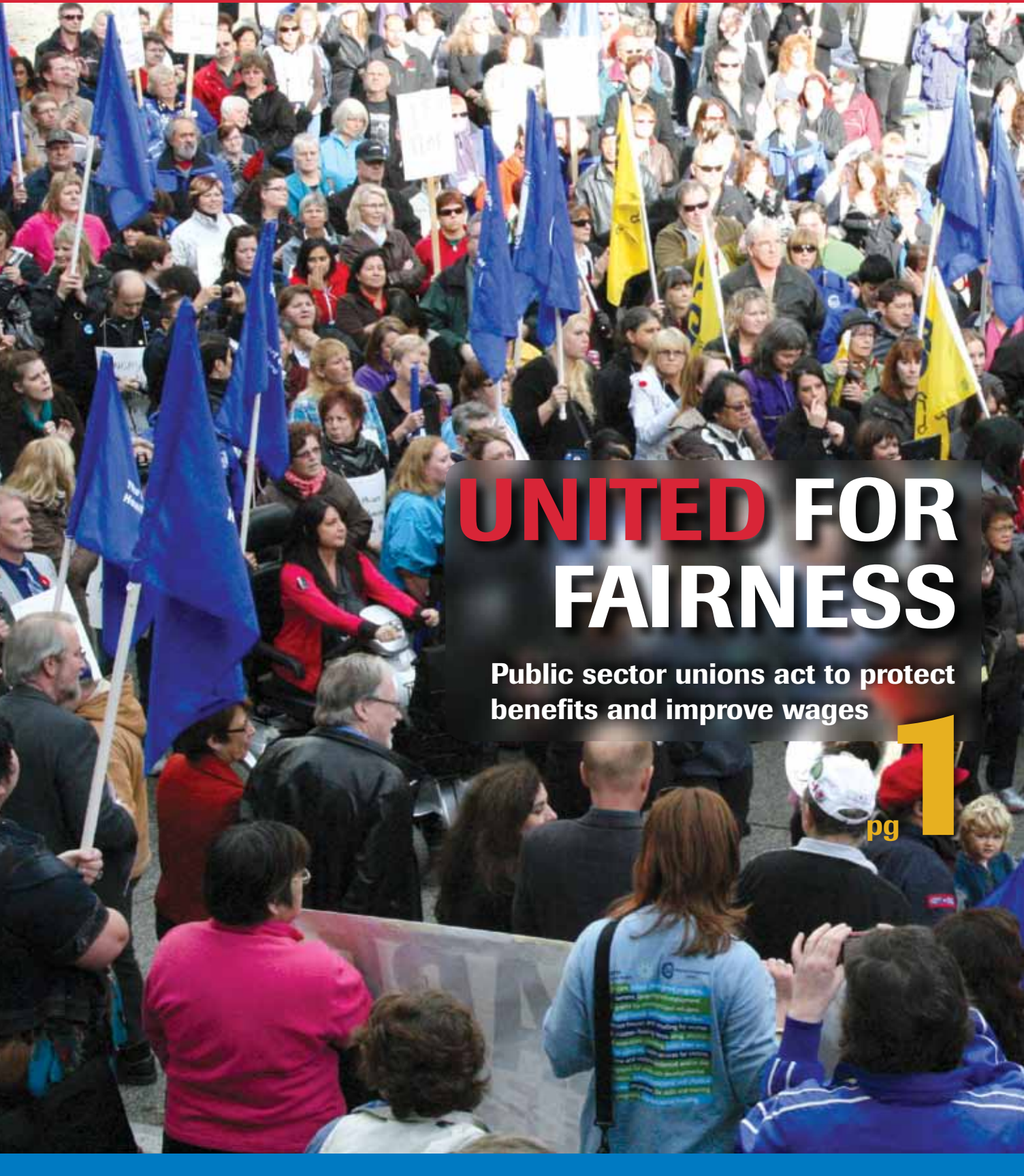


GUARDIAN



FALL/WINTER 2012 • VOLUME 30 NUMBER 3 • THE VOICE OF THE HOSPITAL EMPLOYEES' UNION



UNITED FOR FAIRNESS

Public sector unions act to protect benefits and improve wages

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FALL/WINTER 2012

HEU members stand strong for fair contracts

As the *Guardian* goes to press, HEU's fight to win fair collective agreements in every sector of the union is making headway.

And that, says HEU's secretary-business manager Bonnie Pearson, is the result of determined member activism on the ground, and outstanding solidarity between public sector unions and throughout B.C.'s labour movement.

That unity was loud and visible at two major demonstrations in November, where thousands of trade unionists rallied outside the Vancouver Art Gallery – the first during HEU's biennial convention and the second during the B.C. Federation of Labour's convention.

And behind the scenes, unions have been working together to support each other's strike actions.

"When we act in unison, we are a powerful force," says Pearson.

"As right-wing governments here and around the world increase their attacks on labour – and public sector unions, in particular – the best tool we have is our solidarity with each other and with our community allies."

WHERE ARE WE AT THE BARGAINING TABLES?

In the facilities subsector, members backed their bargaining committee with a 96 per cent strike vote and achieved a tentative settlement that protects benefits, increases wages, and includes a moratorium on layoffs due to contracting out for the life of the two-year contract.

In the community social services and community health subsectors, which also gave their bargaining teams high strike mandates, members have undertaken rotating job actions to drive home their demands for a fair contract.

At press time, strike actions were on hold in both sectors. Community health was set to return to the bargaining table

in January, and community social services had announced it was suspending strike actions during the holiday season.

"There's no question, contract talks in the public sector have been extraordinarily difficult due to government's restrictive bargaining mandate," says Pearson. "But the good news is, workers are pushing back. They've had enough and they are determined to get a fair deal for everyone."

Pearson says that same commitment is reflected in another huge round of bargaining taking place with the five major acute care contractors in hospital support services – Aramark, Sodexo, Acciona, Compass and Marquise.

Despite 13 different collective agreements, at 80 different work sites, members are working together as a united front.

"When the employer turns up to negotiate one agreement, we show up with a multi-site bargaining committee representing members in all of their other contracts as well," says Pearson.

Those bargaining teams are backed up by Contract Action Teams (see p.4), which are made up of local activists who keep members informed and involved.

Pearson says she's inspired by members in all sectors who are demanding the respect they deserve for the incredible work they do.



Workers are pushing back. They've had enough and they are determined to get a fair deal.



BONNIE PEARSON

Tentative contract expands job security

Pending ratification of a hard-won tentative settlement with B.C.'s health employers, HEU members working in the facilities subsector are about to see their job security rights significantly restored for the life of the contract.

After nine months at the bargaining table, and a decade of fighting government's privatization agenda, it's a huge win. Not only for health care workers, who have been living under the threat of potential layoffs due to contracting out since 2002, but it's also a victory for patients, residents and the health care system as a whole.

Under this agreement, we have successfully curtailed one of the key components of *Bill 29*, which allowed for the unrestrained contracting out of health services in B.C.

It's a victory for patients, residents and the health care system as a whole.

Prior to 2002, health employers did have the ability to contract out. What they couldn't do was contract out and lay people off.

Labour adjustment provisions in our collective agreement protected workers by requiring they be retrained, or redeployed, or both.

Our labour adjustment language was an important barrier to whole-scale privatization. It removed incentives to contracting out. It protected workers. And it protected the health care system.

With those provisions in place, our hospitals and residential care facilities were able to retain skilled, experienced staff and recruit new workers to health care.

This, as we know, is the foundation of a stable workforce and the ability to deliver quality care.

That's why HEU has used every avenue open to us, since 2002, to challenge the legislation and push back against government's privatization agenda in health care.

We knew it was wrong from the start. And it didn't take long for the public to recognize just how damaging it was to the continuity and quality of health care delivery.

The privatization of housekeeping, dietary and other services ruptured the health team. The contracting out of residential care staff compromised services to seniors. In fact, the impact of contracting out on health care has been consistently mired in public controversy.

Health care workers and their families have suffered emotionally and economically from layoffs and the threat of layoffs.

Patients and residents have been forced to deal with disrupted care and services.

Communities have lost decent, family-supporting jobs.

When you consider the real costs of privatization over the past decade, it's clear the price has been far too high. The costs have clearly outstripped any perceived "savings."

What makes this 15-month moratorium on layoffs due to contracting out so significant is we have returned a measure of stability to health care that benefits all British Columbians.

It's an excellent start to the New Year.

what we're up to



HEU supports "Movember" campaign

Brother Daniel Vigue from Royal Inland Hospital was the big winner in the HEU men's subcommittee "Movember" contest. He was one of several HEU brothers who grew a moustache during the month.

Vigue, pictured above with his three sons, submitted the winning 'family' photo.

And Sister April McDonough from the Boundary local won the "Movember" raffle.

Both winners received an

HEU Gortex jacket.

The events were part of the "Movember" campaign which was originally launched in Australia.

Since then, the campaign to raise awareness about prostate cancer, as well as funds for research and men's health education, has spread to many countries throughout the world.

Thank you to all participants.

For more information, visit <http://ca.movember.com>.

Recognizing the health care team

The critical work of HEU members is often invisible to the general public. With more than 270 job classifications, every HEU occupation is essential to the smooth delivery of care services British Columbians receive.

That's why some occupational groups hold a special day each year to promote their work and raise awareness about the role they play on the health care team.

Earlier this year, the patient care technical team celebrated their work across the province. And in May, HEU's nursing team was recognized. Since the last issue of the *Guardian*, HEU marked **Support Workers' Day** on August 22, **Trades and Maintenance Workers' Day** on October 3, and **Clerical Team Appreciation Day** on October 11.

Posters and stickers were distributed to locals across the province, and various work sites celebrated with BBQs, cakes, cookies and door prizes.

Organizers of Support Workers' Day came up with a "What if" campaign to emphasize the cause and effect relationship between support work and health care delivery. Support team members were asked to wear stickers detailing the work they perform in a shift, and the consequences of them not being there.

And for the fifth consecutive year, HEU clerical workers came out from behind-the-scenes to join their front-line clerical team to celebrate each other. The union's clerical team is 10,000 strong and represents 22 per cent of the HEU membership.



Influenza control policy update

AT PRESS TIME, HEU had reached an agreement with government around the disciplinary component in its controversial Influenza Control Program Policy – Wearing Masks.

However, the province's health authorities have been inconsistent with its implementation.

The province-wide policy, which was to go into effect on December 1, would enable health employers to discipline or fire workers, who refused to get a flu vaccine, wear a sticker to proclaim their inoculation status, or wear a mask during flu season.

HEU and other unions will continue negotiations with the Ministry of Health. In the meantime, HEU encourages its members to be vaccinated, participate in onsite flu vaccine clinics, and exercise precautionary measures to protect patients and themselves.

In November, HEU filed a breach of privacy Policy Grievance with HEABC around the Influenza Control Program Policy.

For further updates, stay tuned to HEU's website.





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Fight back at George Derby stops contracting-out plans

Following an all-out campaign to stop contracting-out plans at George Derby Centre – a veterans' care facility in Burnaby – all lay-off notices have been rescinded.

"This is a huge victory for our members and the veterans they care for," says HEU secretary-business manager Bonnie Pearson.

Now, more than 90 housekeeping, laundry, dietary, clerical and activity staff can return to focusing on the services and programs they provide to residents, without the threat of job loss looming over their heads.

When the Centre first issued lay-off notices to the health services support staff in mid-October, HEU launched a comprehensive media campaign and worked directly with both residents and family members to galvanize community support for the affected staff.

And with Remembrance Day ceremonies around the corner, public concern over what was happening at the veterans' facility quickly grew.

On the ground, opposition spread throughout the facility and beyond as workers,

residents and family members talked openly about what it meant to lose familiar, trusted staff in a misguided effort to find "savings" at the expense of continuity and quality of care.

Contracting-out plans also attracted concern and condemnation from Burnaby's mayor and councillors, and NDP provincial and federal politicians including B.C. Opposition Leader Adrian Dix, MLA and health critic Mike Farnworth, New Westminster Member of Parliament Peter Julian and NDP MP and Veterans Affairs critic Peter Stoffer.

Then, in a surprise turn-of-events on November 24, a moratorium on contracting out was announced by the acting president of the George Derby Care Society (GDCS), the non-profit body that oversees the Centre's operations.

The announcement came toward the end of a spirited rally organized by HEU and its George Derby local.

After Dix, B.C. Federation of Labour president Jim Sinclair, HEU president Victor Elkins and HEU local chairperson Sheila Mennie had addressed the assembled crowd, GDCS acting president Ike Hall approached rally orga-



HEU members, families, residents and citizens rally outside George Derby Centre on November 24.

nizers for an opportunity to speak.

His announcement that the Centre's board of directors had met the night before in an emergency meeting and had "unanimously declared a moratorium on the proposed contracting out" drew sustained applause.

Family member Dale Gebhard, who interrupted his speech to allow Hall to step in, was as pleased with the news as were the HEU members.

Gebhard resumed his comments

following Hall's remarks, and encouraged rally participants to remain in touch to make certain that all parties, including the Fraser Health Authority and Veterans Affairs Canada, followed through with talks to reach a satisfactory funding arrangement that maintains quality support and care services at George Derby Centre.

In a December 6 letter to the union, the facility's executive director confirmed that "the contracting out process for George Derby Centre has been ended effective immediately" and that workers would be notified "that their lay-off notice has been rescinded and that they will continue in their permanent positions."

Pearson says she was particularly pleased with the board's willingness to take a close look at what it stood to lose if it carried on with its privatization plans and change course.

"This was the right decision for all involved," she says. "We are fully prepared to work with the George Derby board, the residents and the families to maintain and improve services at the Centre, and hope Fraser Health and Veterans Affairs Canada will be part of those discussions."

MARGI BLAMEY



Seniors' forum calls for action

While there has been a modest response from government to B.C. Ombudsperson Kim Carter's wide-ranging recommendations to improve seniors' care, there's a lot more to be done.

That was Carter's message to a packed seniors' forum on December 10, where 400 concerned and informed citizens, advocates, researchers and health care workers gathered for the day-long event.

The recommendations, contained in her February report, stem from her office's three-year investigation into the state of seniors' care in B.C.

In her address, Carter recognized the overwhelming efforts undertaken by British Columbians, seniors' organizations and community groups to get the report's 176 recommendations implemented by Victoria.

And she noted that interest in, and support for, the

report continues to grow. Since its release, Carter has given 40 presentations in more than 20 communities.

She ranked two items as being the most important: making accurate information widely available and setting standards in all areas of seniors' support and care. Carter said that tracking information in a uniform, comprehensive way, identifying where funds are spent, and then making the information public would be a solid plan for government to follow.

She also said a thorough analysis of B.C.'s home support system is key to improving seniors' care.

HEU was one of the forum's supporting organizations. Panel discussions and facilitated sessions rounded out the day that was presented by the BC Health Coalition, the Canadian Centre for Policy Alternatives-BC and the Vancouver Cross-Cultural Seniors Network.



COFFEE BREAK

Happy New Year 2013

Here are some thoughts to inspire and amuse as we say goodbye to the old year and welcome in the new.

“The bad news is time flies. The good news is you’re the pilot.”

Michael Altshuler

“May all your troubles last as long as your New Year’s resolutions!”

Joey Adams

“Youth is when you’re allowed to stay up late on New Year’s Eve. Middle age is when you’re forced to.”

Bill Vaughan

“What the New Year brings to you will depend a great deal on what you bring to the New Year.”

Vern McLellan

“Those who say it cannot be done should not interrupt those who are doing it.”

Chinese Proverb

“A New Year’s resolution is something that goes in one Year and out the other.”

Anonymous

“Many years ago I resolved never to bother with New Year’s resolutions, and I’ve stuck with it ever since.”

Dave Beard

“If you think you are too small to make a difference, try sleeping with a mosquito.”

Dalai Lama

“Don’t sit there and be overwhelmed by the enormity of a problem. Just pick out that portion which is yours, and kick butt.”

Harry Belafonte

“When we give cheerfully and accept gratefully, everyone is blessed.”

Dr. Maya Angelou



New members welcomed to HEU

HEU continues to be the union of choice for many health care workers across British Columbia.

This past summer, more than 300 employees at Selkirk Place, a seniors’ care facility in Victoria, voted to join HEU. They include care aides, nurses (LPNs and RNs), rehab assistants, activity aides, clerical staff, housekeepers and dietary workers.

Selkirk Place is funded by the Vancouver Island Health Authority and operated by the Ahmon Group. HEU now represents Ahmon Group employees at all their sites in B.C.

And Starbucks baristas at Richmond Hospital (Sodexo) also voted to become HEU members.

Other work sites to join HEU in 2012 include: Columbia Garden

Village/Golden Life Management Corp. (Invermere), Crosstown Clinic/Providence Health Care Society, Three Links/Provita Care Management Inc. and Kiwanis Care Centre /Provita Care Management Inc. in Vancouver, Starbucks operated by Sodexo at Abbotsford Regional Hospital and Cancer Centre, and the new Fort St. John Hospital.

Action TOOLS

Harnessing the power of membership

Contracted support services members pioneer new organizing tools

With bargaining underway for collective agreements covering more than 3,500 members in HEU’s contracted support services sector, the union has been pioneering new organizing techniques.

Led by HEU’s independent bargaining team, a wider group of members from this sector are taking a more active role in bargaining this year.

Traditionally, a member-elected bargaining committee carries out the majority of work involved with contract negotiations at the bargaining table. Members are involved in electing the committee and hearing regular updates, but are not actively engaged unless called upon to do so.

Drawing on the work of leading community and union organizers like Marshall Ganz, HEU has developed a plan for engaging members in the bargaining process through building contract action teams, or CATs for short.

Ganz worked for the United Farm Workers and was the architect of President Barack Obama’s 2008 field campaign. Based on his years of field experiences, he developed a successful grassroots organizing model and training approach for campaigns based on “agitation, hope and urgency.”

It’s a model HEU has adopted to

energize the general membership, by supporting rank-and-file action.

To become a member of a CAT, each person has to be first nominated by up to 10 members from their work site. This demonstrates they have the support of fellow workers.

Once enough CAT recruits were nominated, volunteers received a day-long training session on how they would keep other co-workers informed and involved throughout contract negotiations.

“Ganz’s organizing model emphasizes choosing actions that can succeed, thereby helping members gain confidence and take on more responsibility,” says HEU bargaining representative Debbie Kamal Ali. “In return, members become more connected to each other and HEU.”

And that is exactly what the CAT program has accomplished.

In their very first action, CAT members petitioned fellow co-workers. In just under a week, over 600 signatures were collected at 80-plus work sites by nearly 150 CAT members in September – one in five members had been engaged about their next contract.

“There is a deeper understanding of the issues facing members during bargaining after the CAT volunteers

hit the bricks,” says Ali. “And there is a real buzz on work sites about the contract negotiations as members from the five private employers – Acciona, Aramark, Compass, Marquise and Sodexo – are sharing knowledge, strategies and their personal stories of challenges and victories.

“Now, members across the whole subsector have developed the same

bargaining expectations and will hold their individual employers to the same common standard,” says Ali.

“And this means members feel stronger and are in a much better position to use job action should bargaining reach an impasse.”

The level of solidarity among members – within each employer group, and across the sector – is at an all-time high, now and going forward.

Once bargaining concludes and new contracts are in place, these members will be in a better position to enforce their contracts and keep employers and the government accountable between agreements.

That’s the power of membership.

NEIL MONCKTON

Members feel stronger and are in a much better position to use job action should bargaining reach an impasse.

<<newsbites>>

Celebrating HEU care aides & community health workers

On October 18, HEU celebrated the province’s 2nd annual Health Care Assistant Day – a date officially proclaimed by the B.C. government.

Nearly half of HEU’s membership works in direct patient care assisting patients, residents and clients with a host of personal and intimate care needs.

Under the theme “Working miracles every day”, HEU locals put on displays, and shared cakes and other goodies, while the provincial union sponsored radio ads and sent members a direct mail with detachable postcards designed for public aware-

ness and education.

In a commentary piece published in the *Vancouver Sun*, HEU secretary-business manager Bonnie Pearson called on British Columbians to support B.C. Ombudsperson Kim Carter’s recommendations for badly needed improvements – including minimum staffing levels and higher direct care hours – in seniors’ residential facilities.



Capilano Care Centre celebrates Health Care Assistant Day.

“As the union representing the vast majority of health care assistants in B.C., HEU continues to press government to do what needs to be done to help our members provide better

Raid deals blow to team solidarity

Following a three-year intensive raid by the B.C. Nurses' Union on LPN members of HEU and other unions, B.C.'s Labour Relations Board released the long-awaited results of a June representation vote on October 5.

Without question, the outcome – which moved LPNs working primarily in B.C.'s acute care hospitals into the BCNU – was disappointing. Especially for those who did not want to leave HEU to become part of an RN-dominated union.

An earlier attempt in 2009 had ended in failure.

HEU secretary-business manager Bonnie Pearson says that despite the loss, she's proud of the union's principled campaign to defend its members. "And I'm very proud of our tenacious advocacy for LPNs over the past many, many years."

Pearson says BCNU has consistently opposed policies to expand LPNs' utilization in health care, but has failed to turn back the tide on LPNs' advancements.

As a result, LPNs are now taking on advanced practise and specialty roles, an expanded scope of practise, and

their numbers have doubled.

"Those victories didn't happen by accident. They happened because HEU's advocacy never wavered."

By contrast, Pearson says BCNU has not demonstrated a vision, plan or commitment to promote LPNs in health care. And instead of addressing the real needs of LPNs during the raid,

"BCNU's raid was built on debasing the value of the vast majority of workers on the health care team."

it chose to push its message that LPNs should not be in a union with people who work in other parts of health care delivery.

"BCNU's raid was built on debasing the value of the vast majority of workers on the health care team," she says. "That's simply unconscionable, by anyone's standards. HEU is proud to represent skilled and dedicated staff who work in every part of health care."

HEU members attending November's biennial convention were surprised and pleased to hear those sentiments expressed by renowned human rights advocate Stephen Lewis.

In his key note speech (*see p. 7*) Lewis condemned union raiding

overall and then stated: "But when the rationale – all of the intellectual guff aside – when the real rationale for raiding is to argue that one group of health workers is more important or more privileged than the other members of the health care team, and therefore should be separate, that's just disgusting. It's truly reprehensible."

Pearson says the impact of BCNU's raiding has been condemned by the entire labour movement, which stood solidly behind HEU.

"BCNU has been banished from the house of labour, leaving RNs and many LPNs without a voice in the labour movement. That is its own tragedy."

And as a result of their raid activities, BCNU is no longer a member of the Canadian Federation of Nurses' Unions.

Pearson called the BCNU's ongoing raid attempts, which have now targeted the Health Sciences Association, the actions of "a predator that is putting its own self-inter-

est above the common good and the bigger picture."

In this respect, she says BCNU's highly divisive raid has dealt a disappointing blow for solidarity among health care workers, and workers generally.

"No one wins when one union sets out to prey on other unions. We've always believed in working with our partners in health care and other unions to advance the greater good for all workers. That's not going to change. That's who we are."

HEU continues to represent about 2,500 LPNs who mostly work in long-term care facilities affiliated to B.C.'s health authorities, or are independently operated.

And now that BCNU has unleashed its raid activities on some of these LPN members, Pearson says HEU's advocacy for LPNs' independent profession is needed as much as ever.

"Government has finally posted its proposed changes to the regulation governing the future of LPNs' professional practice. We will be making a case during the consultation period that LPNs must continue to move forward, not backward. This is especially important in long-term care where LPNs are in team leadership roles."

HEU has always maintained that a key motivation behind BCNU's raid is its desire to gain more control over LPNs' expanding role in health care.

As recently as 2009, BCNU opposed LPNs' providing immunization. And in 2010, BCNU spoke out against increased utilization of LPNs in long-term care in Fraser Health.

The union says one very sad outcome of the raid, is the loss to HEU of many dedicated activists who have represented their fellow HEU members in the best traditions of the labour movement.

"They have our deepest thanks and appreciation, and we wish every one of them continued success in their chosen profession," says Pearson.

Good news and bad news for LPN regulation

In late October, the B.C. government announced proposed changes to the regulation that governs LPN practise.

But while some advancement was made for LPNs' independent nursing profession, there are proposed changes to the existing regulation that could set LPN practise back significantly.

As anticipated, the regulation moves away from LPNs being under the direct supervision of an RN to a "restricted activities" model. A model that has the potential to promote better teamwork and interdisciplinary collaboration, while recognizing how much the LPN profession has moved forward.

If adopted as is, however, the revised regulation could have a significant impact on employer decisions around staffing mix and it could negatively impact LPN utilization.

In particular, the draft regulation from the Ministry of Health deems some basic activities performed by LPNs as requiring an assessment and an order from an RN or other health care professional. These changes to the regulation

could significantly limit LPNs' independence of practise.

For example, currently in many facilities, when an LPN checks a resident's vital signs and finds they need oxygen, the LPN will go ahead and provide it.

Under the proposed regulation, LPNs cannot administer oxygen without an order.

For LPNs working in long-term care, this is particularly troubling, as some activities they routinely carry out now for the comfort and safety of residents could become restricted in the new regulation if it was enacted as is.

In an online survey of hundreds of LPNs conducted by HEU, nine out of 10 LPNs supported the move towards more professional independence for LPNs. However, six out of 10 LPNs said they felt employers would hire RNs to perform LPN work, if LPNs must get an RN order to perform certain activities as proposed in the new regulation.

At the time of the *Guardian* deadline, HEU was preparing its submission to the Ministry of Health, incorporating the feedback from the online survey on the proposed LPN regulation.

to contract out medical transcription services in the Lower Mainland. On November 15, they issued lay-off notices to 130 HEU and BCGEU members who perform that critical work.

In-house HEU medical transcriptionists – who work in three satellite hubs in Abbotsford, Vancouver and New Westminster – transcribe voice-dictated patient reports for about 10,750 medical personnel, including physicians.

In recent years, about 40 per cent of the work has been outsourced



to Ontario-based, private for-profit firm Accentus, Inc. But HEU members have consistently raised warning flags about the potentially life-threatening inaccuracies they discover every day when editing and correcting patient reports filed by those outsourced, home-based workers.

And the unions continue to raise concerns and ask questions about patient privacy. Currently, in-house MTs perform the work in secure office spaces using secure internet connections. That safeguard is not guaranteed with home-based workers.

PHC says their goal is to shave three million dollars from their annual budget by completely outsourcing medical transcription services, but HEU research shows that the cost of outsourcing continues to skyrocket each year.

Although the union successfully negotiated a solid labour adjustment package for our members impacted by PHC's privatization agenda, an HEU fightback campaign to keep medical transcription services in-house continues.

Check HEU's website for more details. Meanwhile, you can contact your local MLA and tell them you don't want the accuracy and privacy of your confidential medical records jeopard-

Happy New Year!

Isn't 2013 a welcome sight? First, I'd like to thank HEU convention delegates for entrusting me with another term of office as your financial secretary.

As a proud HEU member for nearly 30 years, I've always believed trade unionism was about the "we" and not the "me". Sadly, that sense of unity is declining. So I was greatly inspired by our convention speakers Stephen Lewis and Winnie Ng, who reminded us all about the strength in solidarity and that our fight for justice is a collective fight. We're always more powerful standing together.

I'm pleased to report that nearly half of the delegates attending our biggest convention ever were first-time participants. It tells me

more grassroots members are getting active in their union, and many long-time activists have renewed their commitment. As our "baby-boomers" head into retirement, they'll be mentoring

future job action. We can also draw on additional fightback support for specific campaigns from CUPE National.

At press time, our Health Authority Contracted Support Services Workers had started bargaining and our community health and community social services members had temporarily suspended rotating job actions. These three sectors really need all our support. They continue to lag behind in wages and benefits, yet they carry out critical services in our hospitals and support some of B.C.'s most vulnerable citizens in the community.

Looking ahead to 2013, I'm very encouraged by the possibilities of change. First of all, it's a provincial election year. And next year's budget will focus on the Strategic Directions' priorities passed by convention. We'll be looking at new

ways to best utilize our resources and carry out members' priorities. We'll be continuing to deepen our relationships with community allies to fight health cuts and privatization, campaign for a *Health Accord* that protects public health care, and advocate for living wages and better seniors' care.

As 2012 came to an end, the Harper Conservatives squeezed in one more attack on public sector workers by pushing through a third reading of *Bill C-377*. If passed, this bill will change financial reporting to a searchable electronic format, which not only breaches members' personal privacy, but also requires additional union and taxpayer resources to implement.

Local union finances will be under more scrutiny. Given our finances are already transparent, this bill is yet another way for government to monitor union activity.

It's a new year. Let's turn the tide. Together, we can make change happen.



Donisa Bernardo
HEU Financial Secretary



VICTOR ELKINS

Building our future

On behalf of your new Provincial Executive, I want to say how excited we are to carry on the work of building our union over the next two years.

If there's one thing our history shows us, it's that HEU does not stand still. We are forever

evolving with the times to meet new challenges.

Convention 2012 was no exception. With the adoption of the Strategic Directions document (which sets out clear priorities for the next two years) and Resolution 75 (which directs a review of HEU's internal structure and member representation), convention delegates sent us off with a solid mandate.

One of our most important tasks now will be taking a good hard look at how we operate and what needs to change to keep our union dynamic and responsive.

Our Strategic Directions document lays the foundation for our work. It's an action plan that focuses on everything from building stronger locals to developing unity across our sectors, to supporting stronger health care teams to highlighting the diversity within our membership, and to being politically active in our communities.

It's the basic blueprint we need to keep moving our work forward.

If Strategic Directions is the blueprint, Resolution 75 is the tool.

The most exciting part about Resolution 75 is that it opens the door to a complete review of the union's structure and operations. Now we can have the long overdue discussion about how to make sure all members are well-supported and represented in our leadership, both locally and provincially.

Resolution 75 also gives us the ability to seek solutions to problems that have surfaced in our local structure as a result of amalgamations brought on by health care restructuring.

In too many locals, members have ended up being physically separated from their local executives and stewards.

It's a complex issue that can't be solved with a single "cookie cutter" solution, as no two locals or regions have exactly the same needs. But it's important to find workable solutions so that no HEU member feels disconnected from their union.

We must also take a closer look at the needs of our growing privatized sector in facilities and we must find ways to make sure people feel connected to their union and that their voices are heard.

In fact, every HEU member – whatever their sector or job family or equity group – needs to see themselves reflected in the leadership of their union.

As we implement these convention resolutions, we will be seeking your input and ideas. And we'll be inviting you to become more involved in building your union, and building your future.

It's important to find workable solutions so that no member feels disconnected from their union.

More grassroots members are getting active in their union, and many long-time activists have renewed their commitment.

we don't, but we need to educate the community and protect our hard-won pension plans (*see p.12*).

I'm also pleased to report that HEU is on solid financial footing and has a healthy Strike Fund to support any

<<newsbites>>

dized if contracting out goes through.

New Pharmacy Technician Supervisor benchmarks

HEU and the Health Employers Association of BC signed an agreement in early December on the content and wage grids for two new Pharmacy Technician Supervisor benchmarks.

These newly negotiated benchmarks cover the work of regulated Pharmacy Technician Supervisors (I and II), who have the responsibility

of supervising regulated Pharmacy Technicians.

Pharmacy Technician Supervisor I is at grid 35 (\$26.41/hr) and Pharmacy Technician Supervisor II is at grid 38 (\$27.43).

The union and the employer will meet again in January to address the implementation process.

At that time, they will also discuss three outstanding issues: wage grids for the Pharmacy Supervisors III and IV benchmarks, which represent the supervision of non-regulated Pharmacy Technicians (now called

Pharmacy Assistants by employers); the title change for the Pharmacy 1, 1A, 11 and 11A benchmarks now that the title "Technician" is restricted to regulated Pharmacy benchmarks; and an interim grid level for Pharmacy Supervisors, who are in the process of becoming regulated and currently supervise Pharmacy Technicians.

Opportunities for grassroots members

HEU's Annual Work Opportunity provides rank-and-file members a chance

to work in casual assignments as servicing representatives, organizers and administrative assistants at the union's provincial or regional offices.

And after each convention, members also have an opportunity to apply for a position on one of HEU's 13 Provincial Executive (P.E.) subcommittees.

They include the facilities occupational subcommittees – clerical, patient care (nursing team), patient care technical, support, and trades and maintenance – and issues-based subcommittees

such as anti-privatization, environment, OH&S, pensions, and political action.

These subcommittees develop a new mandate and action plan each term, act on decisions made at HEU conventions, make recommendations to the P.E., and address issues referred to them by members and the P.E.

Watch the HEU website in the coming weeks for application forms and deadlines. Information will also be sent to locals in the secretary-treasurer mailings.



INSIDE convention 2012

Keynote speaker **STEPHEN LEWIS**, Canada's foremost voice on human rights, spoke directly to resolutions before convention.

"I'm thrilled to be here... And I'm also pleased to be here today because it seems to me there are two important things to be said about the day itself. First of all, it's the day President Obama will receive his second term in office..."

There have been some disappointments, obviously, over the last four years, perhaps the most telling and compelling of which was the lack of attention to climate change.

ON OBAMACARE

But at least Obama is head and shoulders over the other aspirant and will bring a considerable force to the domain with which you're concerned, the whole domain of health care.

And although Obamacare has been resisted and derided by the philistines on the right, it will nonetheless make a tremendous difference to the availability of reasonable coverage to people at prices they can conceivably afford.

Back in April 2010, I was in New York on some NGO business and I suddenly came down with what they exotically call community pneumonia... I spent a couple of days in intensive care and a half a day in a splendid convalescence wing of the hospital... the bill was \$48,000.

Almost exactly six weeks ago, I had back surgery at St. Michael's in Toronto, which was relatively extensive... the bill was absolutely zero.

ON MAY'S ELECTION

The second reason that today is of consequence is that it's a proverbial reminder that six months from now

you will have an NDP government in British Columbia...

I remind you that under previous NDP administrations, there were considerable advances for health care workers and it was the Liberal introduction of *Bills 29 and 37* which did such damage to the rights of health care workers. It will be a pleasure to restore equity and integrity to the realm in which you work.

ON THE BCNU

I want to say a word – you'll forgive me, I cannot contain myself – I want to say a word about the BCNU.

I want to tell you that I personally detest union raids on another union. But when the rationale – all of the intellectual guff aside – when the real rationale for raiding is to argue that one group of health workers is more important or more privileged than the other members of the health care team, and therefore should be separate. That's just disgusting. It's truly reprehensible... I can just imagine Stephen Harper loving the leadership of the BCNU, they would feel so close in the way they would like to manipulate the class struggle. But there's something really wrong about it.

ON MISSING & MURDERED ABORIGINAL WOMEN

There was a meeting last week of provincial and territorial justice ministers, and ministers of gender, who were trying to cope with the phenomenon of over 600 missing and murdered Aboriginal women, fully half of them

in the last decade... The federal government was absent from the table.

André Picard of the *Globe and Mail* wrote a column and in it he says, "The federal government refused to participate, and acts so contemptuous that one can barely find the words to describe it." Well, I can find the words to describe it. It's arrogance bordering on racism.

ON VIOLENCE AGAINST WOMEN

The contagion of sexual violence is something that pervades the world. When you deal with a (convention) resolution like that, I really salute you. This speaks to the essential ingredients of a principled and committed union, which isn't afraid to tackle issues of this kind, which understands that because its membership is involved in delivering services in these realms it has a right to speak out, has the right to take a stand.

You can't imagine how important that is, this basic struggle for gender equality, which I continue to believe is the single most important struggle on the planet.

ON HIV AND AIDS

There is a tendency to believe that because it is now largely under control with anti-retroviral drugs, it's a chronic condition and we don't have to worry as much about the pandemic. I want to remind you that there are 34 million people living with the virus. About eight million of them are in treatment, so the numbers left to reach are monumental...

ON TRADE AGREEMENTS

These agreements are primarily designed to extend the patent protection for the brand-name drug industry. And it means that the competition from exactly bioequivalent generic drugs will be suppressed. And therefore the very low prices that can be charged will be unavailable. And the brand-name drug companies will have a field day...

What is happening now may well imperil access to absolutely first-rate generic medicine across the world, particularly in countries where it is so desperately needed.



Former UN Secretary-General's special envoy for HIV/AIDS in Africa

ON THE HEALTH CARE TEAM

You form the guts, the centrepiece of the health care team and all of the occupational relations which you occupy... You're part of something much bigger than yourselves. You're part of the fabric of a system which brings decency and generosity and care to people who so desperately need it. That's a matter of immense pride, and I salute you for it. And I congratulate you for it. And I thank you for the privilege of being here."

Meet your new Provincial Executive

PRESIDENT

Victor Elkins

Cardiac perfusion assistant
B.C. Children's



An HEU member since 1990, Victor was first elected to the P.E. in 2006. He has served as 1st and 2nd vice-presidents, and on several of the Facilities Bargaining Association (FBA) bargaining committees.

Victor has worked on numerous HEU committees: pay equity, global justice, Pink Triangle and equal opportunities. He has represented HEU on several CLC and CUPE National committees.

Victor has filled several roles on his local executive, including chief

shop steward, chair, OH&S rep and secretary-treasurer.

SECRETARY-BUSINESS MANAGER

Bonnie Pearson

Bonnie is HEU's top administrative staff person, main spokesperson for the union, and chief negotiator for the FBA.

Convention ratified Bonnie as the union's secretary-business manager, a position she has held by appointment since September 2011 after Judy Darcy retired from HEU.

Prior to that, Bonnie served as the union's assistant secretary-business



manager and coordinator of servicing.

A veteran union negotiator, she has extensive experience working for public and private sector unions.

FINANCIAL SECRETARY

Donisa Bernardo

Pharmacy assistant
Royal Inland

Donisa was first elected to the P.E. in 1998 as a regional vice-president and is now serving her fourth term as HEU's financial secretary.

She's the chair of the FBA Education Fund and co-chair of the B.C. Federation of Labour women's



committee. Donisa's also on the MPP board of trustees representing the Municipal Employees' Pension Committee as alternate trustee.

Donisa served 19 years as her local chief shop steward and 17 years as chair.

VICE-PRESIDENTS

Ken Robinson,
1st vice-president

Diet technician, Kelowna General

A member since 1988, Ken has served six terms on the P.E., the last two as HEU's president.

He represented the union as an officer of the B.C. Federation of Labour and a member of





INSIDE **convention 2012**

Union lays foundation for a **stronger future**

On the heels of a 96 per cent strike vote in the facilities subsector, and with the prospect of a change of government on the horizon, HEU's 28th biennial convention was all about the future.

the occupational, equity and sectoral makeup of the membership

(public and private).

They'll be looking at how members from the union's diverse membership groups are represented in HEU's local and provincial leadership structure, the way services are provided to our membership, and how restructuring throughout health care has impacted the occupation and sector makeup of the union.

Between now and the next biennial convention, the P.E. will be using union forums and other opportunities to encourage member discussion on these issues. Once the review is completed, they will craft concrete recommendations for delegate discussion in 2014.

Another key area of convention business built on the Strategic Directions adopted in 2010. During the past two years, those initiatives centred on strengthening HEU's locals, fostering greater solidarity between occupations and across the union's different sectors, fostering a more inclusive union culture, and nurturing alliances with labour and community allies.

Over the next two years, HEU will deepen and broaden that work with an emphasis on developing a stronger steward base, encouraging strategic workplace activism, reaching out to new members, defending the union against raiding, organizing new members and re-organizing members impacted by contracting out and contract-flipping.

And with the prospect of a change of provincial government in reach, a top priority in the first months of 2013 will be mobilizing HEU members to engage in local election campaigns and support progressive candidates.

Delegates also embraced an agenda for action on such domestic and global issues as safe drinking water for First Nations peoples living on-reserve, seniors' care, public services and opposition to the controversial Canada-European Union *Comprehensive Economic and Trade Agreement*.

They voted to increase strike pay for members undertaking job action, reaffirmed their commitment to the union's five equity standing committees, and directed HEU to support the

Having weathered more than 10 years of profound challenges under B.C.'s Liberal government, delegates were focused on what it will take to bring positive change to their workplaces, their union and their province.

As HEU's secretary-business manager Bonnie Pearson put it in her opening address to convention, "This decade of disrespect must come to an end."

It was a theme that echoed throughout the week-long convention, from both the podium and the plenary floor, as delegates tackled a long roster of resolutions and constitutional amendments to set the union's agenda for the next two years.

On the opening day, delegates unanimously adopted a resolution aimed at improving HEU's ability to meet the needs of the union's changing membership, which has expanded to include thousands of workers in the private sector.

To that end, a major order of business for the newly elected Provincial Executive (P.E.) will be reviewing

environment subcommittee and has represented HEU on environmental committees for CUPE National, the CLC, and the B.C. Federation of Labour.

Carolyn first became a member of HEU in 1983 and has held every position on her local executive.

Ian Maslin, 3rd vice-president

Mental health worker, Chilliwack General (Cedar Ridge)

Ian first became a member of HEU in 2003.

Before moving to Canada, Ian was a member of UNISON, the biggest public sector union in the United Kingdom.

Between 2009 and 2012, Ian was a member of the union's LPN advisory committee and served as co-chair to HEU's men's subcommittee.



Ian is secretary-treasurer of his local and serves on the local grievance committee.

TRUSTEES

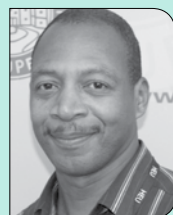
Winston Clarke, senior trustee

Maintenance worker Queen's Park Care Centre

First elected to the P.E. in 2010, Winston joined HEU in 1988 as a stores clerk at Surrey Memorial Hospital.

He sat on the local grievance committee and was active as a local conductor, trustee, OH&S steward and shop steward.

Winston currently works in the plant system repairs department at Queen's Park, and has served



on HEU's support workers and trades and maintenance subcommittees.

Kelly Knox, senior-trustee elect

Ward aide St. Paul's

A labour council delegate and local grievance committee member, Kelly became an HEU member in 1986.

Elected to the P.E. in 1996, he has served as regional vice-president, senior trustee/elect, and trustee.

Kelly is a long-time shop steward and local chair. He's served on the HEU and CUPE National pension committees, and the CUPE National and B.C. Fed OH&S committees. He has also served on the HEU men's subcommittee.



28th biennial

NOVEMBER 4-9

2012

HYATT REGENCY

VANCOUVER

CUPE's National Executive Board.

Ken served on the FBA bargaining committee, and HEU's anti-privatization, patient care technical and trades and maintenance subcommittees.

He has held various positions on his local executive, including chief shop steward and local chair.

Carolyn Unsworth, 2nd vice-president

Care aide, Queen's Park Care Centre

A P.E. member since 2006, Carolyn has served as 3rd vice-president and has worked on several subcommittees:



constitutional amendments, equal opportunities, *Bill 29* Retraining Fund, nursing team, and Care Aide Registry. She co-chaired HEU's



and the gavel goes to...



Tina Irvine



Jane Courtney

Convention honours Oceanside local

It came as a shock to delegates from the Oceanside Care Campus local at Stanford Place on Vancouver Island when they were called to the stage to receive this year's convention gavel.

The award was to salute their outstanding work galvanizing strong community support for better seniors' care after members experienced firsthand the impacts of contracting out and wage rollbacks.

Members Tina Irvine and Jane Courtney accepted the gavel on behalf of their local.

"I'm absolutely speechless to be recognized this way," said Courtney. "My faith in this union is so strong. Thank you from the bottom of my heart."

"We fought hard in our local to get unionized because of the challenges we face," said Irvine. "It took two years, but we're here and we're here to stay..."

"We're going to take this [gavel] back to our local and let everyone know that even though we're a small local, we're being heard. I'm grateful for this and we'll continue the fight."

Assembly of First Nations' call for a national inquiry into missing and slain Aboriginal women.

Between business sessions, delegates also heard from a number of speakers who brought greetings and high praise for HEU members.

Musqueam elder Jewel Thomas, a former HEU care aide, opened convention by speaking of the deep relations formed between patients and care staff, something she appreciates in a new way since her husband's stroke last year.

CUPE's national president Paul Moist and secretary-treasurer Charles Fleury both saluted members for the work they do for British Columbians, in the workplace and through HEU's many campaigns to protect services and improve care.

And they pledged CUPE's ongoing support for HEU, which Moist called, "the pre-eminent health care voice in British Columbia, and an important part of the CUPE family"

Vancouver and District Labour Council president Joey Harman recognized the challenges HEU has been dealing with, saying, "I know firsthand how resilient HEU is – and what could be a better demonstration of that resilience than the 96 per cent strike vote."

CUPE BC president Barry O'Neill spoke of the integrity and passion HEU members bring to their work and the labour movement. And CEP 468 president Janine Brooker brought greetings from the union representing HEU staff.

"This decade of disrespect must come to an end!"

"Although you have met and worked with many of us in our role as servicing reps, we come out to you with the support of many skills and departments that work hard behind the scenes on your behalf... As a group, the CEP membership are grateful to be working for such a socially conscious

and principled union as HEU."

But just like every convention, it wasn't all business. HEU celebrated Equity Night with a spectacular roster of diverse cultural entertainment and kicked up their heels following the traditional banquet and awards ceremony.

By the time the gavel came down to adjourn the proceedings on November 9, delegates had elected a new Provincial Executive, debated numerous constitutional amendments and resolutions, networked with old friends and new ones, and were more than ready to head home to their families and communities.

PATTY GIBSON

Jim Calvin, trustee

Mental health rehabilitation assistant
Chilliwack General (Cedar Ridge)

An HEU member since 1993, Jim has worked in stores, food services and as a care aide.

He has held a number of local executive positions over the years, including vice-chair and chief shop steward, and currently serves as local chair, shop steward and a member of the grievance committee.

Jim was recently elected for a second time to serve on

the FBA bargaining committee, and was co-chair of the nursing team subcommittee.



REGIONAL VICE-PRESIDENTS – FRASER

Lynnette Kingston

Recreation worker
Chilliwack General

This is Lynnette's second elected term on the P.E. after being called up as an alternate in 2009.

Lynnette began working as a care aide at MSA Hospital (now Abbotsford Regional Hospital) in 1986. Later, she became an activity aide and activity worker at the Chilliwack local.

Lynnette currently serves as her local's assistant secretary-treasurer.

She has worked on HEU's Nursing Team and trades and maintenance subcommittee.



Jodi George

Renal dialysis technician
Surrey Memorial

Jodi became a member of HEU in 1988, and has held several positions on her local executive including chair, treasurer, warden, shop steward and OH&S rep.

She's also a labour-management committee member at her local and has served on the union's anti-privatization and political action subcommittees. Jodi was elected first alternate for the regional vice-president (Fraser) for two terms.



REGIONAL VICE-PRESIDENTS – INTERIOR

Shelley Bridge

Cook/food service worker
Columbia View Lodge

Shelley, who joined HEU in 1991, helped organize an HEU facility in Trail. She has been active locally as a

chief shop steward, secretary-treasurer, trustee, picket captain, chair and OH&S rep.

She's served on the union's resolutions and constitutional amendments committees, as well as HEU's trades and maintenance, support workers and political action subcommittees.





INSIDE **convention** 2012

Why **equity** matters

Celebrated feminist, labour and anti-racism activist, Winnie Ng challenged delegates to deal with the tough issues of power and privilege in our union and our communities.

“In the labour movement, when we address each other as brother or sister, there is a sense of connection, solidarity and community of common values regardless of language, race, colour, gender, sexual orientation, faith and ability. We are each other’s keeper...

Many of you, I am sure, got involved in the labour movement because you experienced injustice and someone lent you a hand. All of us are here because we share common values of social and economic justice, equity and equality.

As activists, we do it on a daily basis because women workers are still making more than 20 cents less than their male counterpart, because workers are still subject to sexual and racial discrimination; because there are workplaces in the service and hospitality sector where the skin colour of the staff gets darker as you move from the front of the house to the back of the house...

In this political climate of precarious employment, and when unions are under attack, it is so easy to get caught up in the blame game, blaming

those who are more vulnerable than we are. We need to collectively re-imagine and strategize on new ways of building that will counter the politics of division and fear, exposing the root causes, and who benefits from racism, sexism and all the other isms.

This is where your convention theme building the union, building the future is so forward-looking. When you build your union, you are also lifting everyone up and building the community. The union is part of the larger community

where no one needs to stand alone...

Equity is not about reverse discrimination. Equity is about acknowledging that there has been systemic and historical barriers placed before women, workers of colour, people with disabilities and Aboriginal peoples.

To put it bluntly, equity is necessary because there has been an affirmative action program for white able-bodied men for the last 300 years. Therefore, equity, as part of the

fight for social justice, is a social transformation project and we’ve got to have the courage, leadership and will to stay for the long haul.

From the diverse equity groups, how do we stand as allies on each other’s issues and see all of them as union issues? How

do we engage in difficult conversations on power, privilege and position without guilt, defensiveness, anger or remorse? How do we unlearn and re-learn without walking away or giving up on each other? How do we support and make room for each other and have the grace and humility to know when to step up, step back or step aside?

To me, this is the same approach we need to take as union activists in building alliances with community groups...It’s about learning to walk together for the long haul, not just when we, as labour, need bodies in order to show diversity, or when community groups need us for resources.

It’s about taking the time to build



Winnie Ng is the Sam Gindin Chair in Social Justice and Democracy at Ryerson University. View her full speech at www.heu.org.

relationships and listen to each other, to have healthy debates knowing we will come out stronger together. It requires us to share less of our egos and more of our space.

Reaching out and building the community recognizes that our rank-and-file members are also parents, board members of resident associations, coaches of soccer games, active members of different faith congregations, leaders of their own cultural organizations...

Organizing and mobilizing is about challenging the status quo and exposing the unequal power relations. It is about re-imagining what a just society, a fair workplace, an inclusive union, a healthy community will look like, sound like and feel like.”

Barb Nederpel

*Clerk/receptionist (permanent)
Care aide (casual)
Royal Inland*



Barb first became a member of HEU in 2006. Between 2009 and 2012, she was a member of the union’s LPN advisory committee.

Active at the local level, she’s currently a shop steward and chair of her local. In recent years, Barb has also served as local vice-chair, treasurer and chief shop steward.

Her HEU committee work includes the 2010 resolutions committee and 2012 FBA bargaining committee.

Carol Kenzie

*Purchasing assistant
Kelowna/Reid’s Corner (HSSBC)*
Since becoming an HEU member in

1988, Carol has held many positions on her local executive, including trustee and shop steward.

She’s a former member of the FBA bargaining committee and CUPE National women’s committee.

This is Carol’s fourth term on the P.E. She served six years as co-chair of HEU’s clerical subcommittee and has also worked on HEU’s patient care technical subcommittee.



REGIONAL VICE-PRESIDENTS – VANCOUVER COASTAL

Louella Vincent

*Community support worker
WHR – LM (Choices)*

An HEU member since 1992, Louella is serving her fourth term on the P.E.

She has been a member of the community social services bargaining committee, and is actively involved in HEU’s political action and environment subcommittees, as well as the seniors’ care and living wage campaigns.

Locally, she has been a chair, OH&S rep, trustee and chief shop steward.

Louella has also represented HEU on the CUPE National child care and B.C. Fed political action committees.



John Fraser

*Dietary clerk (Sodexo)
Powell River General*

John joined HEU in 2004. He was a member of the union’s first Sodexo bargaining committee and currently

serves as local chair, chief shop steward, grievance committee member and OH&S steward.

In 2010, he was called to the P.E. as first alternate to finish the term vacated by another member.

He has been actively involved in the union’s OH&S, support workers, men’s and anti-privatization subcommittees.

Bev Trynchy

Staffing clerk, St. Paul’s



An HEU member since 1980, Bev was first elected to the P.E. in 2006, and has served on the union’s OH&S, pension and clerical subcommittees.



Honouring diversity within our union

There were several occasions during this year's convention where delegates celebrated HEU's ongoing work to create a more inclusive union.

Once again, the traditional women's gathering was a huge hit, with more than 300 HEU sisters coming together to hear 15-year-old Musqueam Nation teen Zoe Craig and director Asia Czapska – both from Justice For Girls – talk about the impact of climate change on children.

"The more dangerous toxins in the air are heavier and sink to the lower

levels where children are breathing," Craig explained. "These toxins are especially harmful to children because their organs are still developing and this could be tragic for girls as their reproductive organs could be seriously impacted."

Craig and Czapska recently spoke on environmental justice to the UN Committee on the Rights of the Child in Geneva. HEU supported that initiative with a \$500 contribution, which was presented to the two activists by the union's financial secretary Donisa Bernardo.

And this year, the gathering was entertained by two Vancouver-based, award-winning performers – Green TaRA and Christa Couture – who opened and closed the event.

At the union's banquet and awards ceremony, nursing unit assistant Debbie Dyer from Royal Columbian was presented with the Mary La Plante Sisterhood Award for her dedicated service to the union as well as her advocacy work within the community.

And Mildred Thomas, a booking clerk at GF Strong, received the HEU

disAbility Rights Award for promoting the rights of people with disabilities.

Equity night drew hundreds of delegates to view the work of the union's five equity standing committees: women's, ethnic diversity, First Nations, People with disAbilities and Pink Triangle.

They were entertained by world-renowned steelpan performer Kenrick Headley and the multi-talented Git Hayetsk Dancers with Mike Dangeli. There was also traditional drumming, and local Henna artist Nazil Kara demonstrated her popular creations.

Sinclair, Dix salute HEU members

"The people in this room – and this union – are one of the reasons we still have a public health care system today. And the work you do to defend that system is priceless..."

One of the jobs of the Federation of Labour is to represent all workers...

Are we about union members? Yes, we are. As a priority we must make sure we keep the union going and growing. But the other question is: are we about everybody else too?

Are we about people who earn the minimum wage? Are we about the people who work in the fields, and who are exploited and killed in the fields? Are we about the (teenagers) of the world who are exploited at the age of 14?

And my answer, sisters and brothers, is that's the kind of labour movement I want to be part of, because all of those people are working people and the labour movement is a movement of working people. And shame on us if we don't take care of those people, because then we're not doing our job...

We must (also) be involved and concerned about democracy, because if we're not, the wrong people will win again...

I want to spend the next four years building public health care, not fighting privatization of public health care. I want to spend the next four years making sure our long-term care facilities have the best trained staff possible, not fighting the firing of decent people who have been there for years...

Sisters and brothers, this is our moment. Let's take it and build a stronger, better province."



Jim Sinclair

"I give a lot of speeches, but this is a speech to people that I have worked with for years on projects of extraordinary importance. I think it's fair to say that it's the activists in HEU who inspired me to run for election in 2005. Their response to the actions of the government, I think, was nothing short of inspiring..."

We have a commitment to you. One of the first acts of the first session of an NDP government will be to get rid of what's left of *Bill 29*.

Bill 29 is bad for our health care system. It's bad for seniors. It's bad for workers. It's time to change that. It's time to adopt best practises in the way we deal with health care again, and that means making those changes. Because the change, whether you're at George Derby or Nanaimo Seniors Village, wherever you are in British Columbia, the consequences of a constant turnover of staff on the health of seniors is not a good thing...

The answer often to our health care issues is not found in the hospital. It's found in the community... because people, as you know, don't want to go into care if they can avoid it. Most people want to stay at home as long as possible...

I need your help to bring the change we need to British Columbia. Everybody here needs to be involved in the campaign. Everybody here needs to be involved in the community.

We shouldn't say that we lost an election by two per cent because not enough people came out. We've got to be out and energetic and involved. And if we do that we'll bring the change British Columbia needs one practical step at a time."



Adrian Dix

Bev has also served as a CUPE National health care issues committee member.

Active locally, she's currently a full-time chief steward and has served as a local OH&S rep, chair, vice-chair, secretary-treasurer and trustee.

REGIONAL VICE-PRESIDENTS – NORTH

Carol Connor

Sterile supply technician

Fort St. John Hospital & Peace Villa Care Centre

An HEU member since 1995, Carol has served her local as vice-chair and shop steward, and is currently chair and chief shop steward.

Carol was elected first alternate for



the regional vice-president (North) in 2010. She has served on HEU's patient care technical subcommittee and was co-chair of the 2010 resolutions committee.

Judy Geeraert,

*Laundry worker
Parkside Intermediate Care Home
(Prince George)*

Judy is currently a shop steward and treasurer of her local. She first joined HEU in 2005, and has previously served on her local executive as a warden, conductor and site representative.

Judy is a current member of the women's committee at the Prince George local, and is a recent member of the HEU Women's Standing Committee.



REGIONAL VICE-PRESIDENTS – VANCOUVER ISLAND

Bill McMullan,

*Residential support worker
Kardel Consulting*

Bill became an HEU member in 2003 as a residential support worker for two community social services agencies (Victoria Community Resource Society and Kardel Consulting).

He's currently a shop steward and sits on the labour-management committee. Bill is also on his local OH&S committee and strike committee, where he's organizing member phone trees and scheduling essential services.



Barb Biley,

*Medical transcriptionist
St. Joseph's General*

An HEU member since 2001, Barb played a key role in the fight to keep two hospitals on the North Island when VIHA wanted to downgrade to only one, and she's actively involved in an anti-P3 campaign to keep those facilities public. A former local chair and chief shop steward, Barb is currently the Comox local secretary and a shop steward, and is the secretary of the Campbell River Courtenay and District Labour Council. While working full time at St. Joseph's, Barb is also a casual cook at Glacier View Lodge.



B.C. Fed convention backs HEU resolutions

The union's delegation to the B.C. Federation of Labour's 55th convention stood proud and united as a number of progressive and wide-reaching HEU resolutions came to the floor and were met with resounding endorsements.

There were resolutions to stop the Harper government's move to decrease access and eligibility to Old Age Security, to fight the Conservative agenda to eliminate the right to free collective bargaining and to strike in the federal public sector; and to end attacks on women's rights, human rights and environmental protections.

Delegates backed HEU motions to create a more equitable, progressive tax system, defend defined benefit pension plans including the Municipal Pension Plan that covers many HEU members, and oppose more international trade deals like the *Trans-Pacific Partnership* and the *Comprehensive Economic and Trade Agreement* with the European Union.

And HEU members strongly advocated, and won overwhelming support for better home and community care for B.C. seniors, a new 10-year *Health Accord*, enforcement of the *Canada Health Act*, a national Pharmacare program, significant investment in Aboriginal health initiatives, and more public health care improvements.

Convention delegates also solidly backed BCFL president Jim Sinclair and financial secretary Irene Lanzinger in their bids for re-election. Both incumbents won the lion's share of votes – Sinclair with 70 per cent and Lanzinger with 65 per cent.

U.S. labour uses its power to make gains at the ballot box and beyond

In the last four days of the 2012 presidential campaign, the American equivalent to the Canadian Labour Congress mobilized 128,000 volunteers to knock on 5.5 million doors, make 5.2 million phone calls and hand out two million leaflets in six targeted states.

According to the federation's president Richard Trumka, its messaging caused Republican candidate Mitt Romney's support in Ohio to drop 30 points among white males – a key voting group that made the difference between winning and losing that state for Democratic President Barack Obama.

But even though unions and their millions of members helped elect Obama twice now, along with many other progressive candidates, did their efforts make a difference for working people?

The answer for many U.S. labour leaders is yes, but there's more to be done.

In the lead up to Obama's historic first win in 2008, unions spent \$400 million to mobilize the vote for the president and his party. Coming out of that election, labour had three major policy goals – universal health care, automatic union certification and an economic stimulus package that would protect workers and their families from the deepening world recession.

Two of those three goals were achieved – health care and economic stimulus,

although some argue those gains did not go far enough.

Still, by 2014, all Americans will have access to affordable health insurance, no matter their circumstances. And when compared to many European nations, it's clear the U.S. economy could be in a lot worse shape.

In fact, the U.S. unemployment rate fell below eight per cent this October for the first time since Obama took office in January 2009.

However, American labour's third priority – allowing union certification without a secret vote if enough workers sign cards – was not enacted in Obama's first term.

Early in 2009, Obama introduced the *Employee Free Choice Act* (otherwise known as "card check") to end

the secret-ballot voting requirement. However, that bill stalled when Republicans and right-leaning Democrats blocked the legislation.

Now, unions have another opportunity to press for the legislation.

Having learned the lessons of 2008, labour

will be taking a different approach this time around.

They still have a set of key priorities they want Obama to move on, but the plan will go beyond merely asking politicians to enact new legislation.

Instead, they will continue to mobi-



TIM GREENWAY PHOTO

lize union members and the public between elections.

"One thing that we're doing different than we've ever done before is we're not dismantling our program," said Trumka.

Labour will continue to marshal public support and pressure politicians to deliver on a progressive workers' agenda.

And though "card check" may be dead, Trumka will be pushing for new legislation that would shorten the amount of time it takes for workers to secure a vote, reduce management stalling tactics, and crack down on illegal firings of pro-union workers before a vote.

"We're going to work to make sure that those broken labour laws get fixed because when workers have a voice on a job, it improves their lives, and it improves the economy as a whole," said Trumka.

NEIL MONCKTON

Defending your pension

Workers deserve retirement security

Throughout 2012, attacks have been mounting on public sector pension plans including B.C.'s Municipal Pension Plan (MPP). Currently, the plan covers more than 175,000 public sector workers in British Columbia, including the vast majority of HEU members.

In response, trustees in charge of the sixth largest pension plan in Canada are asking members to learn more about their MPP benefits and why the alternatives being pushed by anti-worker groups and their right-wing political allies are dead wrong. They have a proactive program in place to give members the tools they need to help protect and defend their retirement benefit plan.

The national debate about who should pay for pensions has been growing in recent years as the biggest generation in the history of the planet – the "baby-boomers" – is heading into retirement.

Using the growth in retirees as a manufactured crisis, greedy corporations and downsizing governments have tried to reduce future pension benefits by shifting the responsibility for pensions onto individual workers.

From the federal Harper government to the Fraser Institute, there has been a steady chorus of voices pushing a shift from a defined benefit (DB) plan to a defined contribution (DC) plan, which may provide far less money – or in some cases none – for a worker's retirement.

A DB pension plan, like the Municipal Pension Plan, defines and guarantees a specific pension amount to the worker upon retirement. The benefit is determined according to a formula based on the worker's salary, age and years of service, and the plan must set money aside to pay promised benefits.

The Municipal Pension Plan is a jointly trustee plan overseen by the province, local B.C. governments and a board drawn from employers and union-appointed member representatives. Next year, HEU servicing director Brendan Dick will serve as the 2013 chair of the MPP board of trustees.

"Municipal Pension Plan members contribute to their own pension every time they receive their paycheque," says Dick. "Contributions from employers and members add up to 25 per cent of the plan's assets. The other 75 per cent comes from plan investments."

For B.C.'s Municipal Pension Plan, the average pension is worth \$15,980 to a retired worker. And approximately \$14,000 – or 87.5 per cent – of their pen-

Bangladesh fire: the human cost of cheap goods

More than a century after 146 workers, mostly immigrant women and young girls, perished in the infamous Triangle Shirtwaist Factory fire in New York City, an eerily similar garment factory fire at Tazreen Fashions Ltd. in Bangladesh killed 112 workers and sent hundreds more to hospital with severe injuries.

The November 24 tragedy has been met with an outpouring of criticism around the world.

Just like the Triangle fire, many of the fatalities could have been prevented had regulated health and safety laws been in place and, more importantly, enforced.

In a news conference, German Ambassador Albrecht Conze laid blame at the feet of international retail giants' outsourcing of cheap labour as well as consumers wanting low-priced goods. He said the "first culprits" are the "customers who want a pair of jeans for five euros (\$6.50 CDN). You cannot have a pair

of jeans without someone suffering down the line, some workers in bad conditions."

Conze criticized the exploitation of workers, particularly the millions of young girls in the Bangladeshi garment industry, while international clothing retailers line their pockets with exorbitant riches.

"It is not sufficient to only employ them, it is also necessary to ensure their safety," said Conze, adding that workers' safety is a global social responsibility.

Owned by the Tuba Group, the Tazreen factory – which employs 1,400 to 1,500 workers, mostly women – earns a reported \$35 million a year by supplying clothes to mega-stores like Walmart, IKEA, Disney, Sears, and global clothing brands like Tommy Hilfiger and the Gap.

By importing products made in sweatshops in developing nations, these big-box store chains are able to offer competitive low prices and still make a fortune.

But trade unionists ask, "Where are their ethical policies on outsourced labour?"

The first culprits are the customers who want a pair of jeans for five euros.

Spain protests hospital privatization

"Public health care is not for sale, it is for defending" read the banners as thousands of Spanish health care workers, including doctors, staged a two-day strike on November 27 and 28 in Madrid to protest government plans to privatize health care services.

The refrains that echoed in speech after speech are all too familiar to Canadian defenders of our universal, public health care system.

"They cannot privatize something that belongs to all of us and that we already pay for with our taxes," said Dr. Conchita Arroyo.

Internal medicine specialist Cristina Diez warned that Spain's central govern-

ment is already cutting spending and that health care privatization is an attempt to try and make health care profitable.

"They are using the [economic] crisis as an excuse to do what they have been planning to do for a long time," she says.

Spain is deeply in debt and some are worried that its economic problems will require international interventions such as the financial bailouts already given to Greece, Ireland, Portugal and Cyprus.

Earlier in November, hundreds of thousands of European citizens went on strike in 23 European cities to demand that their governments stop cutting benefits, create more jobs and protect public sector services.



According to reports, there were 600 Tazreen employees working overtime inside the nine-storey factory, located just outside of Dhaka, when flames ignited stacks of highly flammable yarn, fabric, clothing and boxes stored in the ground-level warehouse.

Hundreds of workers were trapped inside the burning inferno: exit doors were allegedly locked, the three stairwells exited through the ground level which was fully ablaze, and there was no external emergency escape. Left in darkness when the power went out, many terrified workers made their way to the roof where they were eventually rescued. Others jumped from windows. Some survived the plunge, but many died at the scene or later in hospital.

For several days, thousands of angry garment workers and supporters protested in the streets against deplorable working conditions. And hundreds of Tazreen employees have since demanded financial compensation for lost wages during the factory's closure.

With an estimated 4,000 garment factories in operation, Bangladesh exports about \$20 billion a year to the U.S. and Europe, second only to China in garment manufacturing.

The Tazreen factory opened in 2010 and has been repeatedly cited for safety violations, such as faulty wir-

ing, no exit signs or stairwell lighting, locked emergency exits, and blocked stairwells.

According to the Clean Clothes Campaign, an anti-sweatshop advocacy group in Amsterdam, about 500 Bangladeshi garment workers have died in workplace fires since 2006.

And while international corporate giants get wealthier at the expense of low-waged workers' safety, those who speak out for better wages and working conditions are often beaten, arrested and killed, like Bangladeshi trade union activist Aminul Islam who was tortured and murdered in April 2012.

Undeterred by ongoing threats, garment workers – approximately three million in Bangladesh – continue to fight employers and government for a higher minimum wage and safer work environments. The legal minimum wage in Bangladesh is an average \$37 CDN a month.

On November 28, three Tazreen factory officials were arrested for allegedly preventing workers from leaving their workstations, padlocking the staircase gates, and providing inaccurate information to workers when the fire alarm sounded.

BRENDA WHITEHALL

sion value comes from a combination of the member's own contributions and the investment returns.

For a DC pension plan, fixed contributions are paid into an individual account by employers and employees. The contributions are then invested, for example in the stock market, and the returns on the investment (which may be positive or negative) are credited to the individual's account.

Under the DC pension plan, however, investment risk and investment rewards are assumed by each employee and not by the employer. That means, the pensions would not be secure, cost more to manage, and run the risk of running out before the life of the member.

"Replacing defined benefit pensions with defined contribution pensions is gambling with workers' retirement security," says HEU financial secretary Donisa Bernardo. "It's not acceptable for employers to convert to DC pension plans in order to offload their responsibility onto individual workers.

"Defined benefit plans provide a secure monthly amount to our retired members, adjust for cost-of-living if funding is available, and are there for the entire life of our retired member," says Bernardo.

"Although difficult to achieve in this economic climate, we want to see our members in the private sector have a secure pension plan as well. We need to move forward on retirement security, not backward."

To learn more about the municipal pension plan, please visit <www.pensionsbc.ca>.

PENSION PRIMER

Municipal pension plan (defined benefit plan)

- Pension based on a set of negotiated factors (usually a formula based on salary and years of service)
- Secure – recipients get a pre-determined amount each month
- Lasts until you die
- Pensions currently receive cost-of-living adjustments when available
- Cost-effective – individuals save costs through risk-pooling, advantages of scale, professional investment management, and management of the retirement phase

Sources: Municipal Pension Plan and Ontario Provincial Police Association

Defined contribution plan

- Not guaranteed (vulnerable to stock market fluctuations)
- Based on contributions plus investment income earned on contributions
- Not secure: recipients often get a non-predetermined amount per month
- Lasts until the money runs out
- Not indexed (earnings grow or shrink with the stock market)
- Higher risks and costs as individuals are on their own (particularly since wealth management costs for Canadians are higher than in other countries)
- Now viewed as inadequate by most informed retirement experts

NHA pharmacy technician deal

HEU and the Northern Health Authority (NHA) signed an agreement in late August to support Pharmacy Technicians who want to upgrade to the new, higher-paid regulated role. The union had already concluded deals with each of the province's other health authorities.

Regulatory changes in 2011 deemed the job title "Pharmacy Technician" as a reserved title for the regulated profession registered with the College of Pharmacists, a move that impacted HEU members. Qualifications for registration require the completion of the new Canadian Council for Accreditation of Pharmacy Programs' curriculum, or the shortened bridging version for those already working in pharmacy practise. Those who become regulated

will work more independently and with less supervision from a pharmacist.

The new agreement provides a sufficient number of conditional conversion opportunities (CCOs) for every regular Pharmacy Tech member currently working for the NHA. The process – which is optional – provides a guarantee for members who accept CCOs that their position will be converted to the new regulated role upon their completion of the upgrading program.

This followed an arbitrated award, in which HEU secured a 7.3 per cent pay increase for the regulated Pharmacy Technician benchmark.

NHA Pharmacy Tech members, who accept CCOs, are eligible for financial support directly from the employer of up to \$1,500 for course costs and \$500

for exam costs. Those who are upgrading are also eligible for \$750 per year from the Northern Health Tuition Reimbursement Program and \$300 from the Spirit of the North Foundation.

Conference takes on violence in health care

In October, more than a dozen HEU delegates attended the 3rd International Conference on Violence in the Health Sector. The week-long conference, held in Richmond, brought together representatives from 35 countries to share personal stories, education initiatives, "best practise" research reports and policies.

Sponsored by multiple health care stakeholders – including HEU and other unions – the conference heard 180 presentations

delivered in plenary seminars, and workshops.

"Hearing international speakers really widens our perspective on issues of violence," says HEU OH&S representative Ana Rahmat. "It was especially interesting to hear stories about security where places are at war, and how it impacts health care workers – from dealing with refugees, to workers not being able to report for duty because the road was bombed. These are experiences we don't think about."

Topics included verbal, physical, sexual, psychological and hierarchical aggression and violence; lateral aggression like bullying, mobbing and intimidation; the physical and psychological impacts of aggression or violence, including post-traumatic stress disorder; and the financial and service-related impacts of violence.

Rahmat says she was impressed by how "the personal stories tied in with the scientific background and research that support the experience."

Most notably, she says, was a presentation by a scientist describing the neurological brain-activity during stress or a crisis, and a powerful keynote address from a New York-based nurse who was violently attacked on the job.

"Her story opened the plenary and demonstrated to all of us how deeply the personal impacts are on workers who are traumatized and cannot return to work after an incident of that magnitude."

Presenters discussed tools to reduce workplace violence and aggression, and best practise policies in education, training and risk-reduction initiatives to provide safer work environments.

JANUARY

FEBRUARY

MARCH

JANUARY

Local executive elections held at the first regular meeting of the year

JAN 13-FEB 15

CLC Pacific Region Winter School (Harrison Hot Springs)

JAN 22-24

Provincial Executive meeting

FEBRUARY

Black History Month

FEBRUARY 10

Chinese New Year

FEBRUARY 12-15

Provincial Executive meeting

FEBRUARY 27

Pink Shirt Day

MARCH

HEU Annual Work Opportunity application deadline (watch HEU website for date)

MARCH 8

International Women's Day

MARCH 21

International Day for the Elimination of Racial Discrimination

MARCH 22

World Water Day

Film captures Wisconsin uprising

When a Republican Governor's bill threatens to wipe out worker rights, six (extra)ordinary citizens join the growing protest at the Wisconsin State Capitol, and spend the next 26 days helping to build a movement that challenges the bill and the soul of a nation.

Who in the labour movement can forget the remarkable events that unfolded in Wisconsin in early 2011? When newly elected Governor Scott Walker introduced what he called his budget-repair bill in February 2011, workers of every stripe recognized it for what it really was: an all-out attack on their

unions and on collective bargaining.

Thousands mobilized to defend the rights that labour had won decades earlier. They seized control of their state capitol for 26 days, thus stalling the passage of *Bill SB11*.

Now a feature-length documentary tells the story of the takeover. It's a film that award-winning documentary filmmaker and author Michael Moore says "will be the record people refer to a hundred years from now when they study this era of greed."

We Are Wisconsin focuses on six ordinary people, who reflect the many thousands who brought the business of their state to a standstill.

High school teacher Laura Glass is outraged that her rights as a citizen could be taken away with the stroke of a pen – especially after teachers had made concessions prior to the legislation.

Social worker Rachel Friedman is there to defend collective bargaining rights because "collective bargaining is the way that unions have secured rights and benefits in the workplace. It means you don't have to go one-on-one to your employer to negotiate working conditions and safety issues."

Candice Owley, of the Wisconsin Nurses' Federation, puts it this way: "I am 63 years old and have seen the great good, the dignity brought to our members through collective bargaining."

And when rumours of possible arrests start circulating, police officer Brian Austin declares, "I am not the palace guard. I am here because I want my children to see what it means to stand up for what you believe in."

Those same arrest rumours impact young university student Kylie Christianson, who calls her grandmother and is relieved to know her bail will be posted if needed.

And then there's IBEW electrician Mark Roughen, who set up



Wisconsin citizens fill state legislature to protest anti-worker bill.

a webcam system with an open mike inside the capitol rotunda. Roughen can't believe the fickleness of the national media who were obsessively focused, at the time, on the outbreak of the Egyptian revolution.

"The networks are live-streaming the events in Egypt, with two per cent of the population in the streets," he says. "Here, we are 72 per cent and there is no coverage."

The filmmakers liken the Wisconsin citizen uprising to a sleeping giant that had been rudely awakened – workers who not only saw their own livelihoods threatened, but feared that the public sector could be damaged *beyond* repair.

A critical element in this story has to be the Democratic lawmakers. On the fourth day, when it was time to vote on the bill, they were nowhere to be seen. No quorum, no vote.

They were in Chicago, studying the bill, and didn't return to Madison until Day 25 whereupon they voted 'Nay!' along with one Republican.

But in spite of the unprecedented opposition, the bill was passed. Eventually, recall petitions successfully turfed two Republican senators, re-establishing a pro-worker senate.

We Are Wisconsin is a celebration of this American state and its long history of labour firsts. The film was chosen for Official Selection in the Flagstaff Mountain, the Traverse City, Regent Park (Toronto) and the Portland Maine film festivals as well as for Hot Docs, Outspoken and Outstanding.

Last but not least, it has been nominated by the International Documentary Awards for best ABC Videonews Source Category, which recognizes the use of news coverage in a documentary.

Get more information at <www.wearewisconsininthefilm.com>.

DALE FULLER

In memoriam

Long-time activist **Don Allen**, a retired transportation attendant at Burnaby Hospital, died on Labour Day due to complications from diabetes and a stroke.

Don had been an HEU member for 28 years before his 2006 retirement. He



ALLEN

served two terms on HEU's Provincial Executive (1992-1994, 1998-2000), and was also elected to facilities subsector bargaining committees.

He served in many positions on his local executive, including chief shop steward, trustee, chair, vice-chair and secretary-treasurer. He was active in his community, volunteering with AIDS Vancouver, the B.C. Schizophrenia Society and the B.C. Arthritis Society, as well as on several NDP election campaigns.

Don will be missed by his HEU sisters and brothers, as well as many in the community whose lives he touched over a lifetime of political action.

Retirements

Linda Herrod, a care aide at Langley Memorial Hospital, retired in May after 23 years of service. Prior to moving to B.C., Linda worked as a care aide in Ponoka, Alberta and the Souris Valley Regional Care Hospital in Weyburn, Saskatchewan. "I have been a care aide since 1967... first with CUPE, then HEU."

And LPN **Rose-Marie Hudson** also retired this past spring from Langley. She had previously worked at St. Mary's until its closure. Their colleagues wish them both well in their retirement.

Nurse aide **Jan Maher** (Mt. St. Mary) has retired after 35 years.

Colleagues, friends and residents wish her all the best as she embarks on her new adventures.



MAHER

Staff retirements

Servicing representative **Joan Wilkinson** retired in December from HEU's Vancouver Island regional office (Nanaimo) after 32

years in health care, the last 20 working for the union.

Joan started her career as a purchasing clerk at Gorge Road Hospital in 1980. After getting displaced in 1984, she became involved as a union activist and went on to serve as local secretary and then local chair for five years.

At the provincial level, Joan was elected secretary to the 1990 constitutional amendments committee.

Joan has worked as a servicing representative in Vancouver's Lower Mainland and on Vancouver Island at HEU's Victoria and Nanaimo offices.

"I have loved working with the membership and I hope I have helped a few along the way," says Joan. "I have also bargained a few settlements. My retirement plans are to enjoy spending time with my husband and our three wonderful grandchildren."

HEU wishes Joan well in her retirement.

Bursary recipients

Each academic year, several HEU bursaries – sponsored by locals and the union's Provincial Executive – are available for members, their children and spouses, including common-law and same-sex partners, who need financial assistance and demonstrate satisfactory academic standing.

The bursaries, which range from \$350 to \$1,000, can support courses at any post-secondary educational institution and are administered by a bursary committee under the direction of the P.E.

Here are the 2012-2013 recipients and their sponsoring locals:

Receiving \$350 bursaries: Courtney Balcom (UBC), Nousha Bayrami (Royal Columbian – Bill Black), Meagan Fontaine (Victoria General) and Mark Guarin (Royal Columbian – John Darby).

Receiving \$500 bursaries: Julie Danyluk (St. Paul's – Robert Standell), Jacqueline Fargo (Richmond), Shauna Gibson (PHSA – Cathy Peters Memorial), Sarah Gordon (Maple Ridge – Tara

Hansen Memorial), Yvonne Ly (Burnaby), Lenore Marko (P.E. – Ginger Goodwin), Morgan Miller-Sutton (P.E.), Derrick Murphy (Vancouver General), Charlemaine Pagarigan (Vancouver General), Dylan Pirrotta (Prince George) Michael Pojol (P.E. – Alex Patterson) and Ioannis Salsman (Royal Jubilee).

Receiving \$1,000 bursaries: Debra Joseph (Surrey & P.E. – Edward James Ashmore Memorial), Jeff Smith (Surrey – Iris Andrews Memorial) and Kimberley Swaney (P.E. – Ray McCready Memorial).



WILKINSON

HAPPY 100th!



Mary Black, the only HEU staff person recognized as an Honourary Member in the union's *Constitution and By-Laws*, celebrates her 100th birthday at Kamloops Seniors Village. She was the first secretary hired to work at the union, running all office operations, including the finances. She retired at the age of 65.

TALK TO US TOLL-FREE!

You can call any HEU office toll-free to deal with a problem or get information. It's fast, easy and free.

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Ask for Equity Officer
Sharryn Modder

ediversity@heu.org

ETHNIC DIVERSITY

One union, many colours! Working across our differences! To participate, please call and leave us your name!

fnationspeople@heu.org

FIRST NATIONS

First Nations members would like to hear from you! Please call if you would like to help educate our union sisters and brothers on issues that affect First Nations People.



pinktriangle@heu.org

PINK TRIANGLE

For support: afraid of being identified, feeling isolated, want to know your rights? Call for information on same-sex benefits, fighting homophobia and discrimination.

pwd@heu.org

PEOPLE WITH DISABILITIES

If you are on WCB, LTD, or if invisibly or visibly disabled in the workplace, let us know how the union can better meet your needs.

women@heu.org

WOMEN'S

The HEU Women's Standing Committee works with women's groups, coalitions and other union committees to advance women's social and economic rights. Want to get involved?



GUARDIAN

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

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