

# NEWSBULLETIN

VOLUME 8 NUMBER 3



JUNE-JULY, 1984

## HOSPITAL SETTLEMENT



Suite 760  
Principal Plaza  
10303 - Jasper Avenue  
Edmonton, Alberta  
T5J 3N6



**M**ore than seven months after negotiations began, U.N.A. representatives concluded a tentative contract settlement with the Alberta Hospital Association on May 25.

The settlement, which is subject to ratification by the A.H.A. Board of Directors and U.N.A. members contains no wage increase in 1984 and a 45 cents an hour wage increase for 1985. Effective January 1, 1985, wage rates for U.N.A. members in hospital locals will range from \$13.65 to \$15.87 (\$27,611 - \$32,101 per year).

Speaking on behalf of U.N.A.'s negotiating committee, President Margaret Ethier stated:

*"U.N.A. members do not accept the hospitals' claim of 'hard times' in the hospital industry: such a claim is ludicrous in the face of a \$300 million capital expenditure budget for hospitals. However, wages were not regarded as a strike issue in this round of bargaining."*

U.N.A.'s negotiating committee has recommended ratification of the proposed agreement.

In a statement issued May 29, the committee stated:

*"It is our view that, in terms of the priorities identified by U.N.A. members, the low wage settlement is outweighed by the gains made in other areas."*

Some of those gains include:

- major improvements in the rights of part-time nurses, including the right to regular scheduling of a specific number of shifts;

- three new scheduling options available as alternatives to standard schedules: the options all provide for weekends off at least half of the time;
- stronger enforcement of scheduling rules;
- increased supervision for new nurses;
- improved sick leave and Workers' Compensation benefits;
- improved maternity leave including the employee's right to her former job on her return from leave;
- a guarantee of paid in-service education for every nurse.

During the last week of negotiations, the Alberta Hospital Association's proposals to reduce various entitlements were withdrawn.

U.N.A.'s negotiating team also commented on the process:

*"We note that this settlement was achieved in direct negotiations between the parties without recourse to mediation and arbitration. We in U.N.A. maintain our position of complete opposition to arbitration in the negotiating context. We believe collective bargaining is a means for ordinary working people to have a say in their terms and conditions of work. Arbitration removes that and replaces it with the views of lawyers or judges. We are pleased with the government's non-interference in the bargaining process on this occasion."*

**Ratification votes will take place at U.N.A. hospital locals on Wednesday, June 20.**

**CONTRACT HIGHLIGHTS PAGE 2**



# LETTERS LETTERS LETTERS

Dear Editor:

For many months now I've had good intentions to write how much I appreciate the *UNA Newsletter*.

The content and format are excellent and the paper contains everything a UNA member should know about the happenings in our union and indeed on the whole labour scene.

On social issues also, we hear the other side. The interview with the woman from El Salvador proves once again that we seldom get the whole story in the regular papers.

Why many people think workers should have the right to protest in Poland but not in El Salvador is something I don't understand.

I appreciate the information about the happenings in other nursing unions because I think this is important for

the solidarity and welfare of nurses across the country.

Keep up the good work.

Yours in solidarity,  
Joan Jenkins

## UNA Board Member attends AFL Labour School

Dear Editor:

The school was a good cross-section of labour; including everything from steelworkers, chemical workers, government secretaries, hospital workers and nurses. Eight different courses were offered with many well qualified teachers.

The course I was enrolled in was "Effective Meetings and Public Speaking" taught by a

Regional Representative of the Public Service Alliance of Canada, Anna Jawarski. The course material and handouts were very good, however, more time was spent on public speaking than on effective meetings. Perhaps, the group was much weaker in public speaking than in handling meetings.

As well as educating ourselves in these two areas, a great many problems, ideas and knowledge were shared with other unions. I feel this was a positive, worthwhile experience for me, and I would like to express my gratitude to those members of the Gurty Chinell Labour Education Fund who allowed me this opportunity.

Yours in Solidarity,  
Ms. G. Cook,  
North Central District Rep.

## Gurty Chinell Labour Education Fund

Available to members in good standing of United Nurses of Alberta to attend an educational program for which UNA has no equivalent. To apply send an application form to the G.C.L.E.F. Committee Chairperson prior to the desired program for approval. Successful candidates must provide a written evaluation of the program attended to the E/PO to be forwarded at the next meeting of the Education Committee and be placed on the G.C.L.E.F. file at Provincial Office. For further information contact:

G.C.L.E.F. committee members:

Pat Richardson, Chairperson  
230-7456 (home)

284-1141 Local 18 (bus)

Tanis Bakke

458-7869 (home)

484-8811 Ext. 242 (bus)

*Calling  
UNA  
Office from  
outside  
Edmonton*

*Call  
1-800-  
252-9394*

# CONTRACT HIGHLIGHTS

Some major highlights of the new hospital collective agreement include:

### Scheduling for part-time nurses

- Major improvements in the rights of part-time nurses included the right to regular scheduling of a specific number of shifts.
- Article 30.03 of the new agreement will provide that the employer must state, in writing, "a specific number of hours per shift and a shifts per shift cycle which shall constitute the regular hours of work for each part-time employee. Such hours and shifts shall not be altered except by mutual agreement between the Employer and employee or by the operation of the provisions of this collective agreement."

This statement in writing is to be given to new part-time employees at time of hire or transfer and for existing part-time employees within 60 days of signing of the collective agreement.

In addition, part-time employees are ensured that they cannot be transferred to casual or temporary status under the terms of Article 2.05.

### New Scheduling Options

Article 7 of the new collective agreement will contain three new scheduling options for members working eight hour shifts. Each of these optional scheduling systems must be available in each hospital, however their application to a specific ward or unit is depended upon mutual agreement in writing between the employer and the U.N.A. Local.

The standard provision of Article 7 remain essentially unchanged from the previous agreement (no more than six consecutive days of work, days of rest on two weekends

in a five week period, at least two consecutive days of rest). Option 1 provides for days of rest on alternate weekends (every second weekend off) but permits the scheduling of seven consecutive scheduled days of work. This option would normally operate as a "seven and three" rotation in which employees work seven days have two days off work three days and have two days off.

Option 2 provides for days



of rest on three weekends on a six week period. One of those weekends must be of at least three days duration.

Option 3 provides that stretches of seven consecutive days of work can occur up to twice during the six week cycle.

Option 3 also provides three weekends off in a six week period, of which one must be of at least three days duration. This option also maintains the provision of no more than six consecutive days of work; however, one split day of rest is permitted in each six week cycle. A requirement of this option is that the split day of rest shall follow a stretch of not more than three consecutive scheduled days of work.

Other improvements in the area of scheduling include a requirement that: "the employer shall endeavor to minimize application" of three shift rotations. There is also a new provision that any viola-

tion of the scheduling provisions of Article 7.04 shall result in specified penalty payments of time and one-half pay for all affected employees during the period of violation.

Another scheduling change is that for the first time a limit is placed on the amount of day duty that can be assigned to an employee working permanent evenings or permanent nights. Under the new contract day duty can on-

ly be assigned for "the purpose of maintaining proficiency". Day duty shall total no more than two blocks per year with a total of no more than fourteen calendar days per year.

### Layoff and Recall

The new collective agreement will also contain a significantly improved layoff and recall procedure. Under this procedure seniority will be the sole factor in determining the order of layoff in the majority of cases. Seniority is subject only to the opportunity employers will have to retain employees with unique skills when the application of seniority would result in the retention of employees who do not have the ability to perform the work. U.N.A.'s negotiating committee believes that such circumstances are extremely unlikely and for all intents and purposes the layoff provision will operate

on the basis of straight seniority. The new layoff article also contains much clearer language about the rights of employees to bump more junior employees in the event of a layoff.

### Overtime

The new collective agreement contains a new provision requiring employers to authorize overtime after the fact in certain circumstances. Specifically where the overtime arises "as a result of unforeseeable circumstances in which it is impossible to obtain prior authorization."

Other overtime changes include the setting of October 1 in each year as the payout date for time off in lieu of overtime. The new collective agreement also specifies that the double time premium rate shall apply for all work performed on a scheduled day of rest or named holiday in excess of seven and three-quarter (7 3/4) hours.

### Seniority

The new collective agreement will provide that the employer must prepare a seniority list within three months of the date of signing of the collective agreement. The U.N.A. local may question or grieve any inaccuracy in such lists within three months of receiving it.

### Evaluations

An employee will now have the right to be accompanied by a union representative when viewing her personnel file and will have an opportunity to acquire a photocopy of the entire contents of her personnel file.

### Sick Leave and Workers' Compensation

If an employee is hospitalized during her vacation period, under the new collective agreement she would be considered as being on sick leave for the period of hospitalization and subsequent

period of recovery. Vacation time not scheduled as a result of such state shall be rescheduled to a mutually agreeable time.

Employees will now be entitled to use sick leave credits for necessary travel for a medical referral or treatment.

There is a significant improvement in the rights of employees on long-term disability or workers' compensation to reinstatement in their former position. An employee on long-term disability who is able to return to work and who is capable of performing the duties of her former position is entitled to reinstatement in her former job. If she is capable of working but incapable of performing the duties of her former position, the employer is required to provide her with work. Similar reinstatement provisions apply to an employee returning from workers' compensation.

### Maternity and Adoption Leave

In maternity leave the employer no longer is entitled to require an employee to commence her maternity leave when in the opinion of the employer "her ability to carry out her normal work assignments becomes limited." There is a significant improvement in reinstatement rights in both maternity and adoption leave in that the employee is now entitled to return to her former job.

### Pension

Employers are now required to provide participation for part-time employees under the Local Authorities Pension Plan.

### Inservice Programs

The Employer is required to provide in-service education to ensure that each employee has the opportunity to attend not less than twenty-three hours per year.



# FIGHTBACK

UNA defends  
the contract

Foothills, Calgary

## Arbitration delayed as UNA wants hospital management off board

Another skirmish took place recently in a long running grievance dispute between UNA Local 115 and the Foothills Hospital, Calgary. UNA, represented by Sheila Greckol, was in the Court of Queen's Bench in early April seeking an injunction to prevent Foothills from taking action to render the eventual results of an arbitration academic. Mr. Justice Lomas granted the injunction saying that should the employer take the step threatened, the grievance would be rendered useless.

The group grievance filed in April 1983 concerned the taking of vacation earned by two employees in the 82-83 vacation year. Article 17.03 (a) requires vacation to be taken in the next following vacation year. Foothills management unilaterally scheduled vacation for the grievors on the last working days of the 83-84 vacation year. The injunction effectively prevents the employer from this action until the arbitration board decision is rendered.

The arbitration process itself is held up since UNA has objected to the management appointee to the arbitration board. The basis of the objection is that if UNA staff are prevented from sitting on arbitration boards, then Personnel Directors from hospitals with an identical UNA contract and represented by the AHA should be prevented also.

UNA's objection on this matter will be heard in court late in June. Watch Fightback for further details.

### Feedback On Fightback

Send any comments on Fightback to:  
Editorial Committee  
c/o Provincial office

Foothills, Calgary

## Battle of the Bulletin Board

What goes up and down, up and down at the Foothills Hospital? The answer in this case is not the elevators but a couple of clippings from the April-May 1984 edition of the UNA *Newsbulletin*. The clippings in question were the Executive Director's Report (p. 2) and a Fightback column concerning UNA Local 115 grievances (p. 3). The clippings were posted on the



UNA bulletin board by the local executive and removed by the employer. When the clippings were removed a second time the local president inquired why the employer was acting thus. The reply was unsatisfactory and a policy grievance was filed.

In Article 5.04 of the UNA hospital collective agreement the employer "reserves the right to require that posted materials damaging to the employer be removed." The grievance maintains that the employer has no right to remove posted materials and has an obligation to show how the material is damaging. The local believes that the appropriate employer action is to file a policy grievance.

— Pigs might fly.

St. Joseph's, Vegreville

## Hospital loses after tampering with schedules

Article 7.03 of the collective agreement provides that "shift schedules shall be posted 12 weeks in advance." At the St. Joseph's General Hospital in Vegreville, the hospital unilaterally introduced a new master rotation with only 17 days' notice. The hospital claimed it was not violating the collective agreement as it had only revised the old schedule and had given more than 14 days' notice as is required under 7.10 and 7.11. The local grieved this matter on the basis that 7.03 is very clear: the only times when 12 weeks' notice would not be required would be in those situations where there were changes to individual employee's schedules but not to the master rotation.

The matter proceeded to arbitration where a hearing was held on February 20, 1984. The arbitration board made a unanimous decision on March 21, 1984 in the union's favour, stating:

*"We are of the view that the posting (of the new schedule) was the posting of a new 'shift schedule' and that because the posting was not 12 weeks in advance there was not compliance by the Employer with Article 7.03 of the Collective Agreement"*

Further in the award the Board states:

*"The fact that all employees listed in the schedules were affected by the changes, to a greater or lesser degree, serves to confirm, in our view, that what the Employer was*

*instituting was a new shift schedule and not simply making changes in 'an employee's scheduled days off' or 'an employee's scheduled shift'.*

*Articles 7.10 and 7.11 which apply to the latter situations were, in our opinion, intended by the parties to deal with individual situations which would result, after a schedule had been posted, from various circumstances, but were not intended to enable an employer to effect changes to the schedules of all employees without complying with the notice provisions of Article 7.03."*

There were no damages awarded in this case, as the union had not re-

quested them in the initial grievance; however, the Board made it quite clear that should the hospital violate this clause again the hospital would be dealt with much more severely.

The key point to be gleaned from this award is the fact that employers cannot change posted shift schedules without 12 weeks' advance notice when those changes affect the majority of the employees. Should this be happening in your hospital or should you wish any further clarification of this issue, contact a member of your local Executive or your Employment Relations Officer.

cathy



by Cathy Guisewite



## NEWSBULLETIN

The UNA *Newsbulletin* is a bimonthly tabloid published by the United Nurses of Alberta on the advice of the Executive Board and its Editorial Committee.

Stories appearing in the *Newsbulletin* have been produced by the UNA staff or are reproduced from other union publications and news services.

All letters to the editor should be addressed to Gail Dalgleish, Education Publications Editor, UNA *Newsbulletin*, UNA Provincial Office, Suite 760, Principal Plaza, 10303-Jasper Avenue, Edmonton, Alberta T5J 3N6.

Calling UNA Office  
From outside Edmonton  
Call 1-800-252-9394



## Nursing home strikers still going strong after a year on the picket line

The 72 workers on strike at the Glades Lodge Ltd. nursing home in Halifax are hoping they won't have to make history repeat itself.

But, if it comes to that, they'll manage it, with a little help from their friends.

The Canadian Union of Public Employees has been on strike for a first contract for more than a year. As the strike lengthens people can't help but remember the recent Digby school bus drivers' strike that grew to the longest ever in Nova Scotia.

But CUPE Local 1259 president Mike McNeil says the fact that workers won the Digby strike in the ends helps his people carry on. "Digby makes us stronger," says McNeil.

"We have a right to have our rights as workers. We have to stick together to prove it. We did it once in Digby, and we'll do it again here."

The workers at the nursing home earned between \$3.75 and \$4.80 an hour — an average \$3 an hour less than unionized workers in other Halifax nursing homes. One of the strikers has worked at the home for 18 years.

Normal benefits such as sick days are unheard of at the home.

"We're determined to see improvements for ourselves and the 110 residents at the home," says McNeil. "If they treat the employees better, they'll treat the residents better."

Support for the strikers has been strong. A boycott of the hotel chain owned by the nursing home's first owner, Don Keddy, was so successful Keddy sold the home. The new buyers at first gave signs they would come to terms with the union. This has not turned out to be the case.

McNeil says the strikers have received a lot of finan-



cial support from unionists across the country. The donations are enough to pay the strikers \$60 a week.

A last round of negotiations began in February. McNeil says, "The big hurdle

right now is the terms of our return to work and wages."

McNeil isn't worried what will happen if the Glades Lodge strike turns into another Digby. "The longer we're out the more solidarity

is shown inside and outside the local."

Donations can be sent to CUPE Local 1259, 7071 Bayers Rd., Suite 213, Starlite Building, Halifax, Nova Scotia. — CALM

## Edmonton teachers authorize strike vote

Edmonton Public teachers rejected a School Board proposal for settlement and have authorized a request of Alberta Labour to conduct a supervised strike vote prior to the end of this school year. The strike vote authorization carried by a 3 to 1 majority at a general meeting.

Following these actions, teachers approved a statement of their position indicating that they would be prepared to forego any salary increase in 1983/84 provided that, a) the Board is prepared to reinstate those positions which it is proposing to delete in the 1984/85 Budget, and b) a two-year agreement (1983/84 and 1984/85) is concluded no later than August 31, 1984 which is satisfactory to teachers. The statement also indicated that teachers would be willing to seek resolution of the current dispute by means of Voluntary Binding Arbitration.

## Workers blow the whistle on management

When Allen Industries in Hamilton, Ontario refused to negotiate a plant closing agreement with UAW Local 525, union members began a work-to-rule campaign. They backed it up with a unique tactic — whenever management said anything to a worker, they got only a blast from a whistle in reply. Within days, management was at the negotiating table agreeing to better severance pay and health insurance benefits.

Winston Nettleton, the teachers' chief negotiator, stated that, "in taking this position, teachers are clearly aware of current economic conditions and of the fact that other public sector groups have recently settled for little or no salary increase. Such settlements, however, have been concluded in exchange for the preservation of positions and the maintenance of staffing levels which meet the demand for services," he noted.

Local President Bob Rae observed, "The principal concern of teachers is with the Board's recently approved Budget which, in the context of increasing enrolment, proposes cutting 214 positions in September, including approximately 120 teaching positions. Such cuts would be in addition to the 52 teaching positions which were cut this school year, when there was another significant enrolment increase."

The ratio of teachers to students in the Edmonton Public system has been deteriorating since 1980/81, Rae noted. That deterioration has become more rapid in recent years as the School Board assigns a larger percentage of its resources to servicing the debt incurred for its building program, including the new Education Centre which is scheduled to open this summer. Teachers clearly feel that the Board's spending priorities need to be re-aligned so as to preserve satisfactory levels of service in schools.

While teachers are prepared to forego salary increases this year in order to preserve satisfactory staffing

levels next year, Bob Rae noted, they are not prepared to proceed indefinitely without a new contract. The current round of negotiations began more than a year ago, and very little progress has been made on the key issues. Following a teachers' meeting on February 20, 1984, a Mediator was appointed, but that too failed to produce any

significant progress, Rae noted. Teachers want a new contract concluded prior to the start of the new school year in September, and to that end they hold a further meeting on August 30. "I guess they are giving the negotiators three months to get things sorted out," Rae noted.

Winston Nettleton em-

## Food chains want to make hamburgers out of workers: workers win

Dominion and Steinberg's supermarkets aren't so super any more. But grocery store workers have little real cause for concern.

The reason they don't, say union spokesmen, is because new retailers entering the food market will more than make up for job losses at the older chains.

Dominion is in the middle of what it calls a three-year "re-structuring plan" that has included the sale or closing of 8 of its 11 stores in Winnipeg and a demand that workers in Nova Scotia grant wage concessions worth \$1.4 million.

Meanwhile, in Quebec, Steinberg's has slipped from the number one food retailer to number three behind Provigo Inc. and Metro Richelieu. The company is trying to recover from a disastrous price war it started that resulted in a \$20 million fall in profits in 1983 to a 26-year low.

But Steinberg's attempt to make some of this up by wringing major concessions from its workers was turned back after a 10-day strike last November.

Tom Kukovica is the president of the United Food and Commercial Workers'

13,000-member local representing workers at 97 Steinberg's stores in the Montreal region. He says



while the two-year settlement that will expire in September 1985 includes some cutbacks in acquired rights, the union won on all the major points at issue.

The union turned back employer demands for a \$2 to \$3 an hour cut in wages for all part-time workers, a longer work week and straight-time pay for overtime.

The company demanded a two-tier wage level for part-time cashiers that would have lowered their wage to \$8.25 an hour. The union negotiated a settlement that reduced wages for newly hired part-time cashiers but will allow the workers to eventually reach parity of \$11.20 an hour with the other cashiers.

Kukovica says Steinberg's problems come from putting too much emphasis on price,

phasized that teachers do not want to resort to strike action, which would obviously be harmful to everyone concerned. He characterized the teachers' mood as firm but reasonable, and noted that teachers would be perfectly willing to refer the dispute to a third party for arbitration if the Board were prepared to take that step.

while sacrificing too much in customer service. He says the rise of independent food retailers in the province proves the public wants more customized service.

The UFCW is now going after all these smaller independents, says Kukovica. They are signing up stores with an average of 25 staff at the rate of two to three a week.

Bernard Christophe is president of the Manitoba Food and Commercial Workers' Union. He says his union's membership is up despite problems at Dominion.

A recent two-year agreement covering the 200 workers in Dominion's three remaining Winnipeg stores contained wage cuts to \$7 an hour — about \$4 an hour behind the levels at other unionized grocery chain stores in the city.

But Christophe says Dominion's problems are so severe negotiations were just an attempt to "salvage the pieces." If these stores are sold, however, the contract provides that the staff will go with them.

The union has turned its attention to organizing the new entries in food retailing.

— CALM

## Canadian business wants more freedom to enslave labour

If you thought right-to-work was bad and trickle down economics even worse, wait until you experience enterprise zones.

That's the assessment unionists and New Democrats are coming to as they consider this latest piece of right-wing philosophy.

The zones take different forms and names around the world. There are already about 90, mostly in developing nations, where they are known as "export processing zones."

But there are many in the U.S. — eight along the west coast alone — and the government of Nova Scotia has established one in Sydney. British Columbia will soon get one if premier Bill Bennett has his way.

Carol Aitken is director of the women's bureau for the Canadian Labour Congress. She knows a lot about the zones and says no matter what they are called they are a bad idea.

Aitken says export processing zones in Africa and Asia have been encouraged by the International Monetary Fund and the World Bank as ways for poor nations to attract investment. They do this by giving every advantage to the employer.

under a "modified" minimum wage. Britain, Belgium and New York City are among the developed areas of the world considering some form of zone. And the mayor of Edmonton says Edmonton might be a good place for a zone, says Aitken.

"If you think it can't happen here, think about the Michelin law in Nova Scotia," says Aitken. "It was a law passed to all but outlaw unions and to please an employer ready to provide jobs."

Aitken says it is not really much of a step from that kind of thinking to a territory where anything the employer wants goes.

One hurdle to overcome in establishing zones in Canada is the split jurisdiction between the provinces and the federal government: the provinces have authority over all labour laws and standards, while it is the federal government that regulates imports and exports.

Federal finance minister Marc Lalonde, in his budget address last December, said the federal government would be considering "duty free export zones." But spokesmen for the department say what the federal government plans is simply to relax some regulations

## Exporting job, cheap foreign labour is a major trend

American Airlines has started exporting some of the clerical work. The airline ships a quarter ton of used tickets to Barbados every day and pays Barbadians as little as \$1.75 an hour to enter data in its computers. The data is then sent back to the U.S. by satellite. "We could be pioneering a major trend," says a company official.

## Money-saving idea! Cut mail delivery to the poor!

Cutting workers' wages is not the only bright idea to save money being kicked around at the U.S. Postal Service these days. Leonard Goodman, a staffer in the Postal Rate Commission's consumer advocate office, recently proposed the USPS maintain daily mail delivery in affluent neighborhoods, while delivering less frequently where residents earn less than \$25,000 a year. Goodman claims the idea makes sense because poor people do not get as much mail.

## International money proves bitter Jamaican for sugar workers

Kingston, Jamaica — The government has announced plans to close three of the island's six state-owned sugar factories.

Some 1,700 workers will be laid off as a result, said a spokesman for National Sugar Co., the state agency that runs the industry.

The Jamaican government, struggling to satisfy International Monetary Fund demands to slash the budget deficit from 15% to gross domestic product to a single digit, says N.S.C. will not receive further support.

— CALM

## No designer jeans for cotton-pickers in Brazil

Rio de Janeiro, Brazil — Maria Francisca Alves, 61 years old, lives with her three young children in a shack near the city. They wake up early in the morning and station themselves by the side of the highway, hoping to get a day's work picking cotton.

They are happy when an old, dilapidated truck picks



them up and takes them, with 60 other workers, to a plantation where, by the end of the day, they will have earned \$2.50 or less.

For every 15 kilos of cotton they pick, they get 1,000 cruzeiros, about 55 cents in Canadian money.

She and her family are among the estimated 5 million seasonal farm workers in Brazil, commonly

known as "boias-frias," or "cold foods" because they bring lunches from home to eat during their half-hour break at midday.

Expelled from their own land because of agricultural development programs, the "boias-frias" live mostly on the edges of Brazilian cities.

To work in the fields, they travel more than an hour in the truck — standing, because there are no seats. Besides fatiguing, the ride can be dangerous.

"Worse than transport for animals," according to Valdemar Bordelli, president of the local Rural Workers' Union.

Accidents involving trucks full of "boias-frias" are frequent. In April 40 workers died when their overloaded truck they were riding in fell into a ditch.

The union attributes the increasing number of "boias-frias" in recent decades to a variety of factors, the most important being the industrialization of agriculture, which has introduced machinery that replaces workers.

Brazilian labour law is a major cause of the problem, since rural workers are not protected by an legislation.

— CALM

## U.S. court decides union funds can't be used for organizing

Washington — The U.S. Supreme Court has placed new restrictions on how railroad and airline unions can spend the dues of non-union workers covered by collective agreements. Unions may not spend that money for organizing.

However, the unanimous high court ruling upheld the right of unions covered by the Railway Labour Act to use the fees of "objecting employees" for conventions, union social activities and, with some limits, union publications.

The April ruling stemmed from a 1973 lawsuit by the National Right to Work Committee against the Brotherhood of Railway and Airline Clerks on behalf of a group of clerical employees of Western Airlines. The committee had argued that dues may be used only for negotiating and administering a contract.

## U.S. workers: cut and frozen

Statistics published by the Labor Department show that concessions are continuing to have a major impact on union wage levels. In the first

Attorneys for BRAC said they were pleased that the court upheld their argument that non-members "must pay their fair share of the cost of maintaining the union as an institution."

But the union attorneys said it was "surprising that, despite what the court has said in previous decisions, it has disregarded the inescapable relationship between the degree of organization in a trade or industry and the ability or organized workers to obtain and protect union standards on wages and working conditions."

"In a real sense," said the union lawyers, "the organizing of yesteryear made possible the union contract standards of today. Yet those workers who wish will be able to avoid participating in the cost of organizing for tomorrow."

— CALM

quarter of this year, 20% of the workers whose contracts expired accepted either wage cuts or wage freezes. Of all contracts negotiated in the first quarter the average first-year wage increase was 3%. This compares to a 9% first-year increase the last time the same parties bargained.



# In Canada abuse of women and children is big money

Victoria — New Democrat Rosemary Brown says laws to make pornography illegal are needed to protect women and children.

Brown, who represents the riding of Burnaby-Edmonds in the B.C. legislature, told hearings of the federal commission on pornography and prostitution in April that governments have "no choice" but to protect "the dignity of victims of pornography."

In British Columbia, Brown pointed out, the manufacture and distribution of material that defames and threatens a racial group is il-



legal under the Civil Rights Protection Act. Similar legislation could deal with pornography.

Brown said, "The chilling fact is that pornography is a viable industry. In North America it has grown from \$5 million to \$5 billion in the last 12 years. Child pornography provides 40% of that income. In these tough economic times, pornography is used not only as a distraction, but as a source of ready income for abandoned and needy women and children."

Brown stated, "To those who fear that sanctions against pornography will lead to censorship and the interference with the freedom of speech, I say freedom of speech is not absolute and unqualified. It does not mean that the unrestricted right to say what one pleases regardless of consequences."

— CALM

## Senegal women fight polygamy

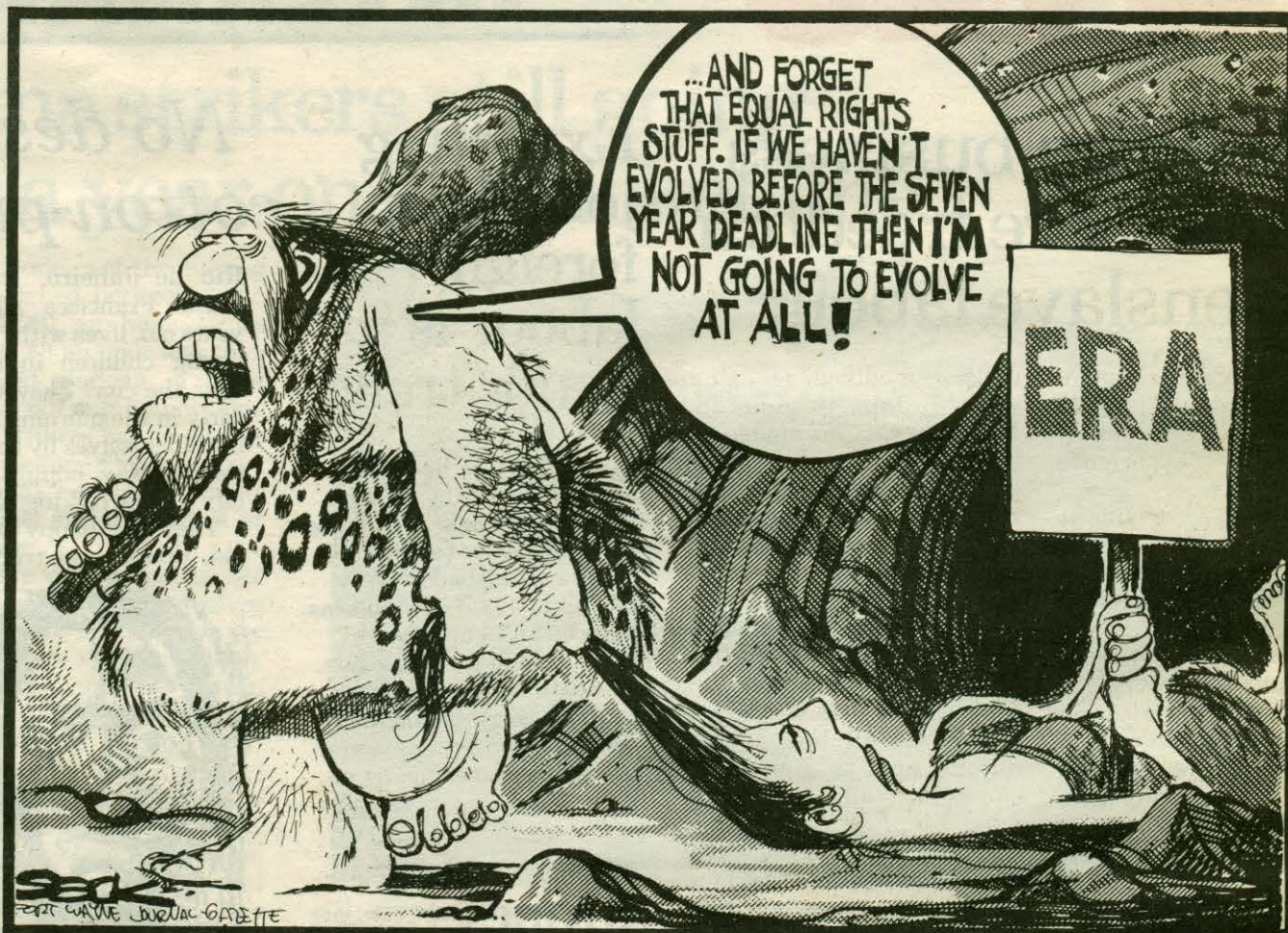
Dakar, Senegal — A new association has been formed in Senegal to campaign for the social, economic and cultural liberation of women.

It is called Yewwu Yewwi, two words from the local language for "awakening" and "to liberate."

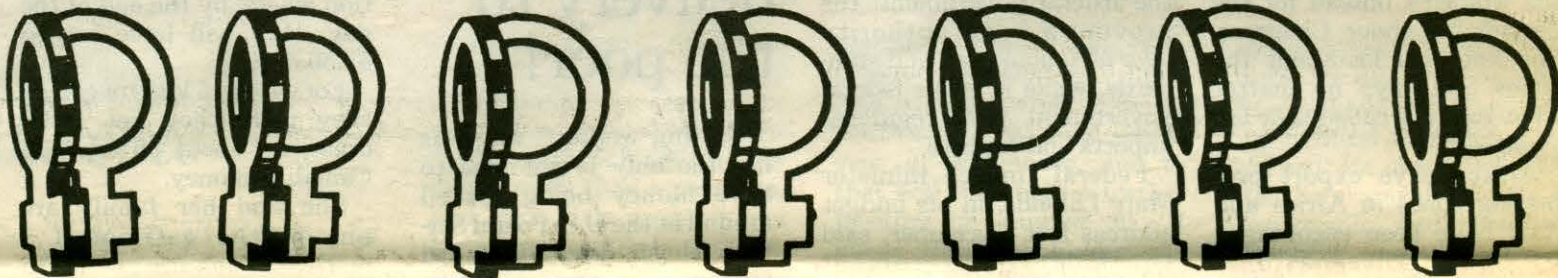
Among the problems denounced by Yewwu Yewwi is that of husbands who impose co-wives on the first wife. About 80% of Senegal's population is Muslim, a religion that allows a man to marry four wives if he can support them.

The group's press secretary, Fatoumata Sow, says some men repudiate some wives, leaving them without any means of support.

— CALM



## WOMEN'S ISSUES



Women on the march for full-time work

Brussels, Belgium (Labour News) — A quarter of all jobs in the U.S. are parttime and in Canada nearly 20% are not fulltime jobs.

More parttime work and cutting hours are seen as solutions to high unemployment. But women, who do most of the parttime work, don't necessarily want to go along.

Some 4,000 workers, mostly women, staged a protest rally here in March against the increasing pressure for

women to accept parttime jobs.

The International Federation of Commercial, Clerical and Technical Employees says in Belgium 117,000 fulltime jobs were lost in 1973-1981 while 127,000 parttime jobs were created. "The loss of a fulltime job is not compensated by two part-time jobs," the federation comments in its current newsletter.

One Belgium female worker in six is a part-timer.

## Discrimination in Japan

Tokyo (Labour News) — Big Japanese employers give workers guaranteed jobs for life.

But to qualify you have to be a man.

The kind of discrimination against women that is common-place in Japan is unheard of in Canada. But working women here are organizing to change that.

Unions are lobbying the Diet (Japan's parliament) to enact the country's first equal-rights law for women. Women in Canada on the average earn about 60-65¢ for every \$1 men earn. In Japan the gap is wider, and women earn 50¢ for every \$1 men take home.

Women traditionally work just until they marry. As a result the average seniority of Japanese working women in 1981 was 6.4 years.

— CALM



This month's  
HOLE IN THE HEAD  
Award

Maevon Garrett was a telephone operator for 16 years, but in Baltimore AT&T fired her, recently because she was too helpful to the customers. The phone company is using computers to ensure that the operators don't take more than 28-30 seconds to answer your questions. Garrett said she was not willing to cut off elderly or confused callers for the sake of productivity.

Calling UNA Office  
From outside  
Edmonton  
Call 1-800-252-9394



# PEACE PETITION CARAVAN CAMPAIGN

## UNIONISTS GET ACTIVE FOR PEACE

### Unionists signing up to end war

"Sign Up for Peace" say the lapel buttons, and that's just what unionists are doing.

The slogan is part of the Peace Petition Caravan Campaign, a project that has been a year in the making and holds the promise of linking peace activists from coast to coast.

The idea is to collect signatures, federal riding by federal riding, on a petition to parliament calling for: an end to the testing of cruise missiles in Canada, the declaration of Canada as a nuclear weapons-free zone, a heavy reduction in spending on weapons, using the funds saved to serve human needs.

The campaign is structured to reach its peak in the immediate pre-election period. It is focussed on members of parliament and candidates. The goal is to turn action for peace into political action at the polls.

The campaign turned from an idea on paper to a reality last summer when the Canadian Labour Congress decided to throw its full support behind the effort. Funds from the congress (close to \$60,000 so far) allowed the campaign to get off the ground.

The United Auto Workers contributed \$10,000 to the campaign. Canadian director

ly let others make life and death decisions on our behalf," said White.

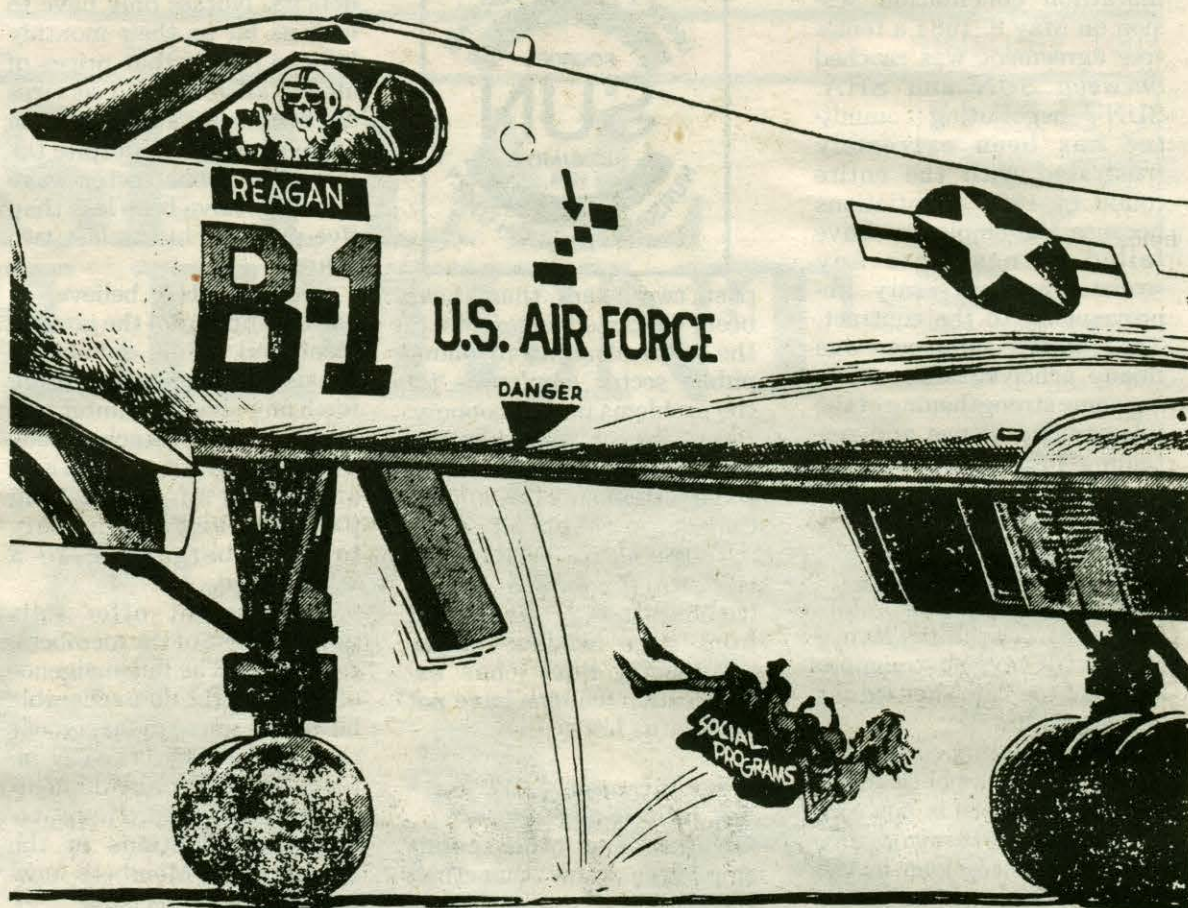
The National Union of Provincial Government Employees is another union that has taken the issue of peace to heart. NUPGE has contributed \$10,000 to the caravan and another \$10,000 to the court challenge against cruise testing launched by Operation Dismantle.

John Fryer, the NUPGE president, says the "trade union movement has a moral obligation to be a part of the movement for peace." He is particularly attracted to the petition because of its potential to bring unions and citizen action organizations together.

Allan Pryde of the CLC staff is one of the union contact people in the campaign. He says the process of working together in planning the campaign is, by itself, proving to be of mutual benefit.

"Speaking for myself, I know labour is gaining a new understanding of what is involved in working with community-based groups. And I think the peace activists are changing their perception of 'big labour'."

"Labour has played a key role in keeping the whole thing together. And the com-



"OOPS!"

## USA — Women Trade Unionists Prioritize Peace

The Tenth Anniversary Constitutional Convention of the Coalition of Labour Union Women, held in Chicago March 22-25, took steps in a new direction by passing several resolutions and one constitutional change that could signal new growth for CLUW.

For some years, some CLUW members have attempted to pass a firm resolution on the issue of peace. This convention approved a resolution which included support of the nuclear freeze, and urged chapters and members to actively work on both the freeze and Jobs With Peace campaigns.

Also noteworthy was the passage of a strong resolution calling for an immediate end to U.S. military intervention in Central America and the Caribbean and opposing military aid of any kind to those areas.

Both resolutions had been under discussion for many years, and were passed by large majorities this time.



Passage of the peace resolution was preceded by a well-attended workshop on peace, jobs and disarmament which organizers had built for some time.

A major organizer of the workshop, said:

"The success of the workshop, and as a result the passage of the very strong resolu-

tion on peace, jobs and disarmament, demonstrates how strongly trade union women feel on this issue. Hopefully, trade unionists can translate these statements into action within their own unions and their CLUW chapters to push the issue in the trade union arena and in the broader society as a whole."

CLUW of course reiterated its commitment to affirmative action, organizing the unorganized, legislative and political action, and encouraging women's participation in their unions — the same four goals established at the founding convention.



Bob White told his national council the campaign deserves union support because it was realistic and "aimed at shaping the political climate in 1984."

Unions have always been dedicated to improving the quality of life of all people, said White. He pointed out that money and talent wasted on preparing for war make it difficult for labour to achieve its goals.

"It is vital for us as a union to speak out on the most basic of issues facing us all. We must not stand by and quiet-

munity people are developing a better appreciation of what labour is trying to do generally."

One of the biggest achievements of the campaign to date was the decision of the three major labour centrals in Quebec to embrace the campaign. The 86,000-member Quebec Teaching Congress, for example, plans to take the petition to every school. Organizers say 1,000,000 signatures in Quebec are a possibility.

— CALM

## HEALTH & SAFETY

### Health and Safety going to the dogs

This month's Award for the Most Creative Excuse by a Reagan Administration Official for Not Producing Documents for a Congressional Committee goes to R. Leonard Vance, OSHA's director of health standards.

The committee is investigating what role Vance's contacts with the chemical industry had in blocking regulation of a cancer-causing material, ethylene oxide. Vance first refused to produce the documents. Later he

told the committee that he'd had the documents in the back of his pickup truck on a hunting trip and his dogs had vomited on them, forcing him to throw them away.



# OTHER NURSES

Saskatchewan

## Contract reluctantly agreed

At the end of a 19 hour marathon conciliation session on May 8, 1984 a tentative agreement was reached between SUN and SHA. SUN's negotiating committee has been extremely frustrated with the entire round of 1984 negotiations because the employers have failed to negotiate any realistic and necessary improvements to the contract. The tentative agreement was finally achieved after securing some strengthening of the job security clause and retaining full retroactivity on wage increases.

### Negotiating Committee Backs Acceptance

With considerable reluctance SUN's negotiating committee suggests member acceptance of the latest employer offer.

The negotiating committee feels the present political and economic climate is not conducive to obtaining any employer concessions in the present agreement. For the



past two years there have been concerted attempts in the political arena to blame public sector employees for the problems in the economy. Public sector wage controls have resulted in very low wage settlements throughout Canada.

The public has been susceptible to government union bashing strategy. As a recent front page headline in the "Financial Post" has expressed it: "Unions have not high cards left to play".

### Wage Increases Not Inflationary

Nurses and other public employees know that their wages are not the root cause

of inflation or government deficits. Nurses only have to look as far as their monthly bills to realize that prices of almost all goods and services are increasing at a minimum of seven per cent, despite the fact that public sector wage increases have been less than five per cent in the last two years.

Because SHA believes it has the support of the government and public opinion, it consistently refused to bring forth any serious counter proposals. Such obstacles made it difficult to get any real consideration of our asking package and ultimately brought bargaining to a stand-still.

The present offer falls grossly short of the members' real needs. The intransigence of SHA might do irreparable harm to nurse-management relations. However, SUN intends to work, more diligently than ever, toward improvement of conditions in the work place. Members now face a difficult decision.

## Striking nurses hit sixteenth hospital in U.S.

MINNEAPOLIS (AP)—The largest U.S. strike by registered nurses spread to a 16th hospital today when about 300 nurses walked off the job at Mercy Medical Centre in the Minneapolis suburb of Coon Rapids, officials said.

A Mercy spokesman, Mick Johnson, said the 288-bed hospital's emergency room stayed open to provide emergency care but patients were not being admitted.

The pediatrics unit was also closed.

Johnson said the walkout forced layoff of more than 200 employees.

Mercy's nurses joined about 6,000 registered nurses in the Minneapolis-St. Paul area who went on strike Friday.

No new talks were scheduled between the Minnesota Nurses Association and Health Employers Inc., which represents the 16 strike-hit hospitals and two small hospitals being picketed but not struck.

Nurses say job security, seniority and layoff procedures are the main issues.

Hospitals where nurses stayed on the job said they have been busy, but not

swamped, with overflow patients from strike-hit hospitals, which account for 55 per cent of hospital beds in the Minneapolis-St. Paul area.

"There have been no complaints" by patients, said Douglas Robinson, administrator at Fairview-Southdale in Edina.

Strike-hit hospitals are operating at 30 per cent to 40 percent of capacity after restricting admissions and discharging patients who could be sent home or to nursing homes.

## The dilemma of a nurse in a doctorless hospital

A UNA Professional Responsibility Story.

*Most of us at one time or another have had a turn on the merry-go-round called "The Royal Runaround" in our day to day hospital work. Below is the text of a P.R.C. complaint filed by one of our members following her unwavering attempts to provide assistance to an elderly patient and her family who came to a doctorless hospital for help. The names and identifying details have been changed for the obvious reason of confidentiality.*

Date: May 31, 1984

Hospital: Small Rural Hospital, Alberta

Local: No. 999

Shift: Evening

To: Mr. I. C. Nothing, Hospital Administrator

Situation: Arrival of 85 year old Miss B. for admission to the hospital.

The woman arrived at 1900 hours accompanied by her cousin's husband from Lethbridge, Alberta for admission under the care of Dr. Y as an extended care patient. This lady is a ward of the court and admission had been arranged through the Public Trustee's Office and the hospital and its medical staff during the past month. As I knew nothing about this, I telephoned Dr. Y (who lived and worked in a neighboring town 125 km away) to inform him of the patient's arrival. He stated he knew nothing of the woman and refused to admit her. I informed him that I had information in front of me to say that Miss B. had been accepted for admission under his care. He questioned me and asked why she had come today. I replied I did not know. I asked Dr. Y to talk to the relatives who were still here. But he refused. He then told me to ask the relatives to take Miss B. home and return in three days when a doctor would be at the hospital. Failing that, as she was not an acute admission, they could take Miss B. to one of the two neighboring towns less than an hour away so she could be seen by a doctor if they felt they could not take her home. I then phoned the Assistant D.O.N. to appraise her situation before phoning Dr. P., another doctor from the city, 2½ hours away. Dr. P's signature was also on the Assessment and Admission form. The Assistant D.O.N. stated that she was aware the patient was coming but had not known exactly when. I informed her that I had spoken to Dr. Y and he had refused to admit this patient. She agreed I should go ahead and contact Dr. P. So I phoned him in the city and asked what I should do. He stated that he knew

nothing about the woman. I reminded him that although she was supposedly under the care of Dr. Y, in fact it was he himself who had signed the Assessment and Admission form. I also reminded him of her history. He recalled the previous history written on the form. But Dr. P stated he could not admit her and for me to phone Dr. Y again. I did. I told Dr. Y of the conversation I had with Dr. P and about the Assessment and Admission forms. He said he would talk to Dr. P and phone me back. Dr. Y asked me how many people before this woman were requiring beds. He also inquired who had told the relatives to bring the patient to the hospital at a time when no doctor was on duty. I informed him that I did not know any more than he did as I had only read the correspondence and Assessment and Admissions form when I first phoned him. I asked him again to talk to the relatives as they were the ones who could answer all his questions and that I being in the middle of all this was trying to do my best. He finally spoke with Miss B.'s cousin.

Dr. Y telephoned back later after talking with Dr. P and he issued me with an order to admit Miss B. He then spoke again with the woman's cousin. The patient Miss B. was then admitted to the hospital at 2130 hours two and one half hours since she first arrived. The patient was extremely tired and was placed in a bed while all relevant history was taken from the relative.

TAKE NOTICE that in my opinion as a professional nurse, the situation described above has rendered it impossible for me to guarantee or ensure the safe and adequate care of the patients assigned to me.

AND FURTHER TAKE NOTICE that I hereby disclaim any responsibility for above mentioned situation as it arises solely as a results of the directions and orders of this Hospital, and its administration.

AND FURTHER TAKE NOTICE that in the event of any legal proceedings commenced against the undersigned, by or on behalf of any patient, estate of any patient or any other person or entity, the undersigned will seek full indemnity and damages from this Hospital and its administrators.

Susan Smart, R.N.

*The above is an true accounting of what happened to one of our members on duty in her hospital.*

## UNITED NURSES OF ALBERTA

### Executive Board

#### PRESIDENT

Ms. Margaret Ethier  
Hm: 467-4475  
Wk: 425-1025 (UNA)

#### VICE-PRESIDENT

Ms. Barbara Diepold  
Hm: 826-5276  
Wk: 826-3311

#### SECRETARY-TREASURER

Ms. M.T. Caughlin  
Hm: 262-3455  
Wk: 268-9625

#### NORTH DISTRICT

Ms. Hazel Paish  
Hm: 523-4185  
Wk: 523-3341 (#12)

\*Mr. Welsey Radulski  
Hm: 524-2873  
Wk: 524-3356

#### Ms. Kristine Gawreluk

Hm: 483-8512  
Wk: 477-4512

#### Ms. Barbara Surdykowski

Hm: 489-7284  
Wk: 482-8415

#### Mr. Glen Fraser

Hm: 244-8644  
Wk: 266-7231 (#534)

#### \*Ms. Joan Jenkins

Hm: 269-4862  
Wk: 268-9482

#### NORTH CENTRAL DISTRICT

Ms. Heather Molloy  
Hm: 456-3082  
Wk: 477-4897

\*Ms. Tanis Bakke  
Hm: 458-7869  
Wk: 484-8811 (#242B)

#### SOUTH CENTRAL DISTRICT

Ms. Valerie Neish  
Hm: 678-4712  
Wk: 762-2222

Ms. Laurie Coates  
Hm: 251-3565  
Wk: 266-7231 (#427)

#### SOUTH DISTRICT

\*Ms. Margaret McNutt  
Hm: 562-2219  
Wk: 562-2831

Mr. Erwin Epp  
Hm: 327-1307  
Wk: 327-4531 (#282)

#### CENTRAL DISTRICT

Ms. Cindy Eorster  
Home: 346-7297  
Work: 343-4945

\*Ms. Jane Zinken  
Hm: 342-6802  
Wk: 343-4930

### Provincial Office

Suite 760,  
Principal Plaza  
10303-Jasper Avenue  
Edmonton, Alta.  
425-1025

Simon Renouf  
Executive Director

David Thomson  
Employment Relations Officer

Chris Rawson  
Employment Relations Officer

Wendy Panson  
Employment Relations Officer

Trudy Richardson  
Employment Relations Officer

Gail Dalgleish  
Education/Publications Officer

### Calgary Office

206,  
609-14 St. N.W.  
Calgary, Alberta  
T2N 2A1  
283-4777

Michael J. Mearns  
Employment Relations Officer

Marilyn Vavasour  
Employment Relations Officer

2011.016/28