

January 14, 1982

CROSS HEU PICKET LINES???

We in AUCE Local I are concerned over the misleading memo circulated "to all members of the medical staff", dated December 21st, regarding the possibility of strike action by the Hospital Employees Union. In this memo, the administrative staff deliberately misleads the medical staff by stating "that other major unions whose members work at VGH have stated that their members may cross the picket lines if they wish ..."

On the contrary, we consider any picket line formed as a result of a legal strike against the hospital to be a bona-fide picket line. A motion of support for the HEU was passed at the two-hour January 14th, 1982 membership meeting. One of the responsibilities of being Union members is honouring picket lines. This motion will protect you when you do not cross a picket line. We remind AUCE members of the AUCE Local I by-laws section 0.1.(e), which allows for the discipline of members who violate decisions made by the membership.

**CURRENT STATUS OF HEU NEGOTIATIONS** - HEU is returning to the bargaining table on January 14th, 1982.

- they are currently in mediation and have no immediate plans to ask the mediator to report out.
- they have not served 72 hour strike notice
- they see any plans to strike as "premature".

**THE FIGHT OF HEU WILL AFFECT US** - the issues at stake could affect our own up-coming negotiations. The hospital is attempting to roll-back some of the important gains achieved by HEU in the past, and there is all probability that the University will attempt to do the same thing to us. Some of these roll-backs are:

- to change positions currently full-time to casual, thereby reducing benefits and seniority.
- to remove seniority as the first consideration in transfer and promotion, replacing this with merit.
- to reduce the sick leave entitlement.
- injury on the job to become just cause for lay-off.

The success of HEU negotiations will also affect our upcoming negotiations with UBC. HEU is striving to significantly upgrade the value of clerical work - this is one of their three major issues - **EQUAL PAY FOR WORK OF EQUAL VALUE.**

**THE THREE MAJOR ISSUES FOR HEU NEGOTIATIONS**

1. Income security
  - general wage increase of \$3.00/hr.
  - COLA clause - 1% for each 1% rise in the CPI from Jan. 1/82.
2. Equal pay for work of equal value
  - the lowest value applied to men within the HEU bargaining unit which is \$1500/mo. shall be applied as the base rate for clerical workers - Clerk I will be paid at \$1500/mo. as well.
  - existing differentials will remain intact - ie: between Clerk I, Clerk II, etc.
  - increments within classifications will be abolished.
3. Patient security.

**IN THE EVENT OF A STRIKE BY THE HEU** - the Labour Relations Board will determine who are considered to be "essential services", and the employees concerned will be so informed.  
- If any AUCE member encounters a picket line at the hospital, they should contact the Union office at 224-2308.

AUCE members are encouraged to support the HEU workers and to join them on the picket line.

On behalf of the AUCE Local I Executive,

*Wendy Bice*

Wendy Bice, Union Co-ordinator AUCE Local I