The

Hospital Guardian

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B. C. FED. HOLDS 3rd CONVENTION

B.C. FEDERATION OF LABOUR President, Bill Black, opening the 3rd Annual Convention of the Federation, October 21, in Vancouver. Group from left, Tom Ward, CLC Director of Federations and Councils; Pat O'Neal, Pulp and Sulphite Union; Bill Black; George Home, B.C. Federation of Labour Secretary.

Bill Black Unanimous Choice For President

Delegates from 189 trade unions, representing a membership of 110,000 unionists in B.C., unanimously elected "Bill" Black as President of the B.C. Federation of Labour for his third consecutive term.

Recognition of Bro. Black as the top trade unionist in the province of B.C. came as no surprise to the delegates of Local 180 attending, for as Secretary-Business Manager of the union, his abilities have been long recognized by the hospital workers.

The election of officers showed the complete confidence the membership places in their top leadership — every officer and council member who stood for re-election was endorsed, four of the six top executive positions by acclamation.

Secretary, George Home, was elected to his third term by acclamation, as was Pat O'Neal, I.B.P.S. & P.M.W., fourth vice-president. First Vice-President, Joe Morris, I.W.A. District President, won over W. E. Stewart of the Electrical Workers for that office; Victor Midgley, Victoria Carpenters, unanimous choice as Second Vice-President, while Bob Smeal, C.B.R.E., defeated William Stewart, Marine Workers and Boilerworkers, for the Third Vice-Presidency.

Leading the polls for the ten Council members elected was Ed O'Connor of the B.C. Government Employees Association, followed by Charles Stuart, S.R.U.; Bob Beddome, Beverage Dispensers; Sam Jenkins, Marine Workers and Boilermakers; Mel Kemmis, Bakery Workers; and Hector Wright, Vancouver Fire-Fighters.

The blanket endorsement of the leaders of the B.C. Fed proves that the membership is acutely aware of the necessity of a strong and united leadership during what amounts to a period of crisis in B.C. labour affairs. Each of the top officers made their position clear at one time or another during the convention, from President Black, who in his opening address stated:

"I am no supporter of the law of the jungle, of the free enterprise system . . . "

It was also recognition for the excellent services of these same officers during the past year. Again, in his opening address, President Black paid tribute to the work of his fellow officers:

"As I near the end of my address this morning and I touch for a few moments on our Federation, I marvel at the amount of work which has been accomplished. This has only been made possible because of the contribution made by our organization at all levels, because of the unselfish contribution of time and effort by your Council and Executive Officers.

"There are no gravy trains in the B.C. Federation of Labour. All your Council and Executive Officers are key men in their respective organizations and there they must do a job. At the same time, they gladly, willingly, give service to the broad labour movement.

This year, as you have all been aware, has been anything but easy. The demands on the Federation have been many. Every effort has been made, with the machinery at our disposal to correlate Labour's activities within our orbit of operation, thus carrying out the policies as laid down in previous conventions."

B.C.F.L. VOTES SUPPORT C.C.F.

The B.C. Federation of Labour Convention voted overwhelmingly to support the CCF as the political arm of Labour in the province of B.C. in the interim period between now and the CLC Convention in 1960. At that time it is felt that the CLC, the CCF and other interested groups will have the foundation upon which to build a Labour Party to present to the voters of Canada. In the meanwhile, the B.C. trade unionists endorsed the CCF as being the party "more conscious of the desires and the necessities of the workers of this province."

This endorsation, while very strong, was not unanimous, and came as a result of two hours spirited debate upon the report of the Political Education Committee under Chairman Mel Kemmis of the Bakery Workers Union. Argument ranged from those delegates who hesitated to commit their membership to the support of any one specific political party, to those who felt that the report was not specific enough, that it should have included room and instructions for those organizations not affiliated to the CLC, namely, the UMW and the UF and AWU.

President Black, Secretary Home, and Vice-President Morris stated the policy of the B.C. Fed officers, that they were not endeavouring to create in B.C. a new political party for the whole of Canada, that they were attempting, within the directive of the CLC Convention, to develop a program worthy of the support of organized Labour in the next provincial election.

The newly formed Political Education Committee of the V.G.H. Unit held its first meeting in Local 180's new headquarters, 335 West Broadway Thursday, October 30 under Chairman, Angus Crowdy. Hugh Duff was elected recording secretary.

Middle age is the time of life when you would rather not have a good time than recover from it.

B. C. LABOUR MOURNS SPRINGHILL

In Vancouver the elite of the B.C. trade union movement gathered to ponder the problems besetting Labour during the current recession. Representatives of Canada's most miltant membership proud of a record of achievement that has given to the workers of B.C. the highest standards of living in the British Empire, they were endeavouring to cement their separate, democratic organizations into one powerful political and economic unit.

And while they gathered in convention, across the country in a small town in Nova Scotia called Springhill, disaster struck at the working peoples and pierced the hearts of Canada. Deep in the bowels of the earth, the men who mined coal were trapped in the tunnels which they had dug. Wives and children, mothers, fathers, brothers, sisters and friends of the men below gathered about the pithead. The nation sympathized with the people of Springhill, and dared to share their hope.

Six days later one of the draegermen who literally clawed their way through the rubble to reach their entombed brothers, heard a voice. Miraculously, twelve of those who were of the dead were still alive. Hours later, news broadcasters on the scene jubilantly announced to those thousands listening that the rescue was complete twelve men were returned to those they had left behind. With renewed vigour the draegermen continued their round-the-clock rescue work. Two and a half days later a feeble voice was heard, and one more man, bones of his fingers protruding from the raw torn flesh, was brought to the surface. Behind him were six others.

As we go to press, one hundred men have returned to the surface, alive. Thirty-four bodies have been brought up. Forty remain below. Even the most optimistic doubt that of the forty, any remain alive. One more page, written in workers' blood, has been added to Canada's industrial history. The members of Local 180, Hospital Employees' Union, join with all other trade unionists in mourning the loss of their brothers of the UMWA, and extend their sincere sympathy to those who are left behind.

U.S. Anti-Labour Forces Defeated

Short hours after the final balloting, Canadian newspaper headlines confirmed what radio and T.V. newscasts had already announced, a Democratic landslide in the U.S. elections conducted on November 4. When the final poll was closed, the American voters had given Congress over to the Democrats with their heaviest majority since Franklin Delano Roosevelt had swept to power for his third term in 1940, and had elected Democratic governors in 31 of the 32 states where the governship was at stake.

This election was of significance to many people. To Canadians aware of their almost complete dependency upon U.S. foreign policy, it was a repudiation of John Foster Dulles' blundering policies and Eisenhower's fumbling support of them. To Canadian economists, who realize that 65% of Canada's export market is in the U.S., it guaranteed a measure of relief from a historic Republican policy of high tariffs in protection of home industry, and of exploitation of low-price areas at the expense of Canadian industry.

But for Canadian politicians adroit enough to benefit from the experience of their southern counterparts, the picture was even more vividly etched. For it was abundantly clear that the American voter had refuted those who had attacked Labour. In each of the states where so-called "Right-To-Work" laws were a political issue, the proponents of restrictive legislation were soundly defeated. There is no doubt that Premier Bennett, astute politician that he is, watched very closely the election results in the neighboring state of Washington where initiative 202 was submerged by a vote of more than two-to-one. Whether he profits from the example set before him remains to be seen.

It was encouraging to those Canadian labour leaders intent on developing a political consciousness in the rank and file member to note that the political program of the AFL-CIO was overwhelmingly successful. In each instance where labour openly supported a candidate in opposition to a representative of reactionary repute, the candidate endorsed by labour won by a wide margin. For the first time in decades, a powerful and united trade union movement had wielded the "big stick" in the American political arena. The shattering impact of this potent new force was ill-received by those many political sycophants attempting to coast to office on an anti-labour ticket.

Even in the state of New York, traditionally Democratic, the victorious Republican candidate based his platform squarely upon the needs and the desires of organized labour. This was no conservative victory but a popularity

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B.C.H.A. Commended

We take this opportunity of congratulating the B.C. Hospitals' Association and their Trustee Division for the position they adopted on the question of Superannuation. At their recent convention they whole-heartedly supported a resolution calling for the inclusion of all Hospital personnel within the orbit of the Municipal Superannuation Act. They further agreed to take all the necessary steps to endeavour to make this a reality.

They, too, are fully aware of the anomalous situation which has existed since the inception of the British Columbia Hospital Insurance Service. One-third of the hospital workers in the province have received this protection in their years of retirement, but it has been denid to the remainder.

Why is this the case? In one instance it has been recognized as an allowable cost because it was negotiated prior to the advent of the B.C.H.I.S. But, with the coming into being of Hospital Insurance, it was no longer an allowable cost as far as the other hospitals were concerned. Thus two-thirds of hospital personnel have been discriminated against.

This, in itself, is a distasteful situation. We have always contended that our service is just as important as any other public service, and we are entitled to the same consideration as other public employees. Their need is no greater at the age of 60 or 65, whatever the case may be, than ours.

The implementation of superannuation will have great advantages. Employees will be retired at a reasonable age, with adequate pensions. Hidden pensions will be eliminated.

No longer will hospital workers be tied to two major institutions. Pensions will be transferable, thus opening up new avenues of opportunity for employees.

Hospital services, generally, will be better. Hospital employees will become career workers. Much personal satisfaction will be derived.

Once again we would like to commend the B.C. Hospitals' Association and the Trustees for their stand.

U.S. Labour Wins

The elections in the United States have come and gone, but the repercussions will be felt for a long time, not only in Canada but throughout the world.

The results of these elections have renewed our faith in the democratic processes. We would like to congratulate our American brothers for their outstanding display of solidarity, their magnificent public relations job and their successful campaign against the ugly forces of reaction.

The Fascist ideology — the ideology of totalitarianism — did not die with Hitler. Large powerful forces on the North American continent would like to see the trade union movement smashed.

Let us not kid ourselves. The "Right to Work" law was one of the major issues of the American campaign. In the State of Washington, directly to the south of us, it was called Initiative 202. Prominent American politicians, who supported the various "Initiatives" and "Right to Work" legislation, staked their political futures on the outcome of the polls. They, too, went down to defeat.

Industrial states and centres — Washington, Idaho, Ohio, California — turned it down. This was the greatest Democratic sweep since the election of Franklin D. Roosevelt. The forces of reaction were slowed to a walk.

In the Financial Post of November 1, 1958, it was suggested that Canadian business men should keep a close eye on the fate of these laws. We sincerely trust they measure carefully what has happened.

American Big Business used all the gimmicks. But, the workers knew that the "Right to Work" law was a "Right to Wreck" law. It was a law to smash unionism. Had these bills passed, it would have meant a greater freedom to pursue ruthless exploitation. It would have eventually resulted in a lowering of the workers' standard of living. It would have been a case of "divide and rule", one worker pitted against another.

The American public was able to see through all the smears that had been instituted, all the insinuations and labelling, and come up with the correct answer.

We, in the province of British Columbia, are very closely allied to the American States in the Pacific Northwest. If American capital had succeeded in this campaign, the effect would have been felt in the province of B.C. Organizations representing Canadian capital would not have hesitated to use the precedent. They would have been jubilant. But, it was not to be.

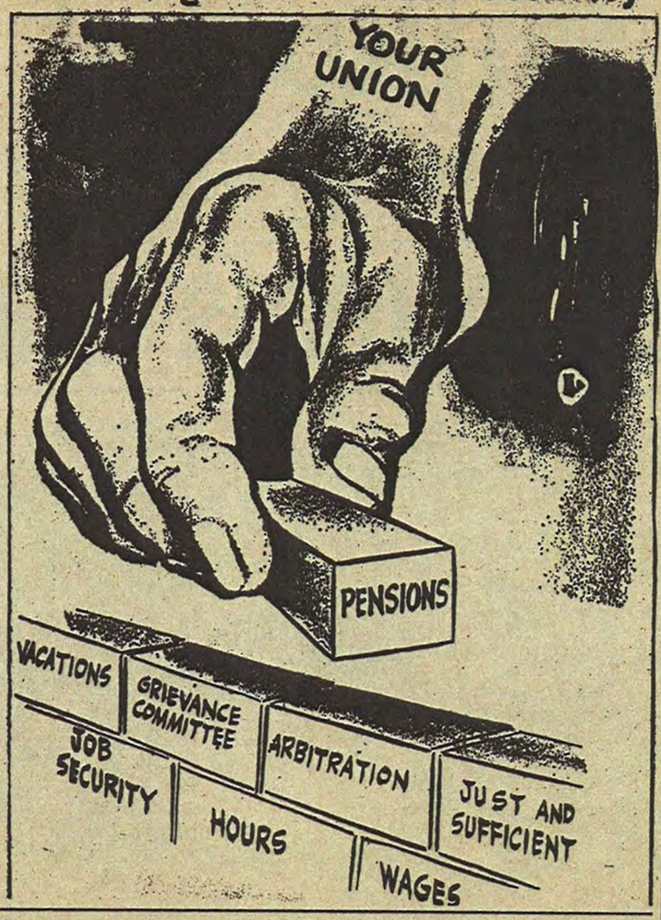
American unions and unionists flexed their muscles. They got on with the job. The jury has spoken. The Republicans are out and the Democrats are in. They had swung the pendulum too far. Now they must suffer the consequences.

Many years ago there lived a wise old king who wanted his people to be happy. As one means of helping them to achieve this, he summoned his counsellors and offered a dukedom to the one who would prepare a simple text on economic principles which people could understand.

On the date of the award, the counsellors produced all manner of texts, with the help of charts, graphs, tables and statisticians.

All but one, and let this be a lesson to all of you. For he won the dukedom with nine words: "There is no such thing as a free lunch."

A Strong Union Means Security



The Readers Write

Political Action

To The Editor:

In the whole history of Canadian Labour there has never existed a greater emergency for the taking of Political Action than exists now. Make no mistake, Labour can control the destiny of this land of ours if it sticks together. The word "if" is one of the shortest in the English language and probably has the greatest meaning. Unfortunately, there is not time to form a Canadian Labour Party before the next Provincial Elections, but we have a party in the C.C.F. that will initiate most of the aims of organized labour and it is the only Party that will. I will say unreservedly that any Labour man or woman who votes for the Conservative or Social Credit Parties is forging an axe to cut off his own head. I did not include the Liberals in my statement because, although they are of the same mind, they are more cautious and know that once the Giant Labour is aroused politically as well as economically, they will be swept as they were in England.

Canada may return to the two party system but if it does it will be the parties of Progress and Reaction i.e. Labour and Conservative. Brothers and Sisters, the Canadian Labour Party is on its way but it takes time to organize and meanwhile we have a party friendly to Labour in the C.C.F., who will be ready and willing to come into the orbit of the Labour Party when it is formed. So my friends, when you go to the ballot box in the next Provincial Election, ask yourself the following questions: Do I want my Union restricted and legislated until it is helpless? Do I want to return to a 10 hour day, 6 day week at a wage that will give a bare existence? Do I want to lose Hospital Insurance and return to the days where 50% of the people couldn't afford to go to hospital? You will undoubtlessly say no. This is what you will get under a Social Credit, Conservative and to a lesser degree, Liberal administration. So vote for the Party that will not do these things. Vote C.C.F. at present, Labour's Political arm.

Angus Crowdy, Chairman,
V.G.H. Unit,
Political Education
Committee.

Samuel Gompers Quoted

22384 - 64th Ave.
R.R. No. 7,
Langley, B.C.

In these troubled times we read a great deal about the activities of the so called leaders of the labour movement. A passage from the Life of Samuel Gompers may be in order as some of us who are fortunate enough to be chosen to carry out the will of the members sometimes forget that we are only elected and become quite dictatorial. This was written in answer to a newspaper attack and I believe should still hold good today or any day.

"You say that if I value my position as 'leader' of the Common people I should lead them now. This betrays what a poor conception you have of the fundamental principles of our labour movement. Your idea seems to be that an executive officer of an organization should be their 'leader'. You do not seem to understand that a leader implies followers, and that where there are leaders and followers, there are dupes and duped. You do not know that our movement is based upon the recognition of the sovereignty of the workers, that when they declare for a purpose, they've presumed to mean what they say, and to act in accordance with it; they require their executive officers not to lead them, but to execute their will."

I thing this writing, while probably well known to a lot in the labour movement, may not be so well known to the bulk of the members who are comparatively new in the Union movement and I think it should be drawn to the attention of the newer executive and Unit executive so that they do not tend to become dictators.

Wishing you every success and eagerly awaiting the next issue, I remain

Yours fraternally,
"Les Moore"
Secretary, Langley.

UNIT BRIEFS

MAPLE RIDGE—Wally Lake is the President and Sister M. Williams Secretary of this new unit of 40 members.

The first contract was signed September 23rd, 1958, effective August 1st, 1958. Highlights of the contract were as follows: standard grievance procedure established, average 15% salary increase, time and one half for all overtime, minimum 2 hours on call back, 10 statutory holidays two weeks vacation after 1 year 3 weeks after 5 years, uniforms supplied and laundered by the hospital, two 10 minute rest periods per eight hour shift, 1½ days per month cumulative to 90 days, regular part-time employees to receive proportionate amount of all perquisites.

OCEAN FALLS—A new unit with 11 members, a contract was signed August 26th, effective date July 1st, 1958, between Local 180 and the Administration. Sister M. Mudie is the Shop Steward of the Ocean Falls Unit. Contractual items of general interest, establishment of Standard Grievance Procedure, 10% salary increase across the board, plus $5.00 per month after 5 years' service, time and one half for all overtime, minimum 2 hours on call back, 10 statutory holidays, 2 weeks vacation after 1 year, 3 weeks after 5 years, two days "travel time" in addition to holiday to compensate for geographical isolation, uniforms to be laundered by hospital, regular part-time employees to receive a proportionate amount of all perquisites, 1½ days sick leave per month cumulative to 60 days, two 10 minute rest periods per eight hour shift.

CRESTON COMMENTS

The Creston Unit, endeavouring to encourage membership participation during regular business meetings of the organization, has initiated a programme of impromptu public speaking from the floor of the meeting.

Sister D. Collins and Sister M. Buscumb, Guardian press representatives of the Creston Unit, report that the venture is proving very popular, and that the meetings are well attended. Brother E. Dwight is the President; Sister Clark, Vice-President; and Sister Sloan, the Secretary of the Unit.

Sister Walker was welcomed as a new member of Local 180 at the last regular meeting and heard as a topic of discussion plans for a Christmas Party for Unit members and friends.

Congratulations to Sister D. Pellitier and husband Henry on attaining a new son and heir.

TODAY'S CHUCKLE

Ideas are very much like children — your own are wonderful.

— The —
Hospital Guardian

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

W. M. BLACK

CRISIS IN B.C. HOSPITALS

Wm. Black

The Honourable Minister of Health and Welfare has once again made his perennial speech to the B.C. Hospitals' Association. It was the same speech heard on previous occasions, predicting dire things for hospitals if they didn't mend their ways.

It was a statistical story of spiralling costs — the cost of wages, drugs, buildings, etc. But this story of Mr. Martin's is not in keeping with all the facts. Disraeli said there are three kinds of lies — lies, damned lies and statistics.

In 1956 our organization was of the opinion that there was a need for the establishing of a Royal Commission to enquire into and examine all phases, financial and otherwise, of the operation of the acute general hospitals. We now renew that request. We think the need is greater now than then.

There are too many inuendoes and suspicions in the air. Mr. Martin suggests that the cost of hospitals is too high and that the cost of the operation of the hospitals is more than the economy can stand.

We don't think so. Over the last ten years, the government has taken in more than sufficient monies to pay for the entire cost of hospitalization for the people.

Hospitalization is here to stay for all time. Any government that would try to eliminate or curtail the British Columbia Hospital Insurance Service would be committing political suicide.

This Government was warned by Labour not to do away with premiums and institute the sales tax. We realized that there had to be come modification in the method of handling premium payments, but tieing an essential service like the health service to a sales tax was tieing it to a vehicle which would fluctuate with the ebb and flow of the economy.

Everyone with any economic horse sense knew that the large capital expenditure in British Columbia would slow down. This would inevitably be reflected in the sales tax. The hospitals cannot be tied to anything which travels up and down and to which there is no stability.

Many factors contribute to the increase in hospital costs. The population is increasing and hospitals are being used to a greater extent than ever before. Services are being provided that were unheard of fifteen years ago. New drugs are being discovered and medical science is continuing to make revolutionary advances.

No one in the field of medicine is of the opinion that hospitals should have a blank cheque or that monies should be spent indiscriminately. No one has suggested that there should be no controls.

But there is every evidence that Victoria has gone overboard. They are hell bent on holding the line at whatever cost, in spite of the fact that hospitals are caught in an era of creeping inflation.

Hospitals are forced into the position where they must pursue deficit financing. This is Victoria's method of forcing administrations to hold the line to ensure that their economy measures will be carried out. Hospital Boards are forced to borrow money from the bank and pay high interest rates on the borrowed money. This interest is not recoverable from the BCHIS.

Victoria dictates the staff requirements of a hospital. It interferes with salary contract negotiations. It continuously beats hospital administrations about the ears. All this sets up a chain reaction which is reflected throughout the entire operation of the hospitals. It has an effect on patient care and is certainly disruptive as far as staff morale is concerned.

This efficiency with economy has gone too far. It may be more politically expedient to build a network of black-topped highways, or to build bridges in the middle of a cow pasture, as they have in the Kelowna and Fernie districts, with no highways in sight anywhere, than it is to build, maintain and service acute general hospitals.

In spite of the so-called high cost of hospital operation in the province of British Columbia, our hospitals operate on a smaller daily rate than comparable hospitals anywhere in the Pacific Northwest or anywhere in the Dominion of Canada.

The Vancouver General Hospital, providing complete services and operating within the orbit of a provincial hospital scheme, has a daily rate of $18.30. Contrast that with the Winnipeg General Hospital, with lower wages and a daily rate of $22.00, or with the Montreal General Hospital with a daily rate of $25.00. And generally speaking, we are providing more services in the province of British Columbia.

Where is the inefficiency in our hospitals? Come, Mr. Cox and Mr. Martin, let us have the answers, without any bubblygook.

The Vancouver General Hospital will stick out its chest and say that it is good administration. But, we have another answer. The productivity of the hospital worker. This productivity is higher in British Columbia than anyplace on the North American continent.

A careful study of hospital staffing requirements will show that the Vancouver General is operating with a complement of personnel below the number necessary to provide optimum patient service. Who can deny that the work load must be heavy? What is the effect on the health and morale of the employees?

Hospital Administrators and Personnel Directors do not like us to refer to the high productivity. But, it is becoming more glaring every day that the hospital worker is subsidizing the operation of the BCHIS.

Some of the hospitals are becoming pure sweatshops. They are not immune from automation. Who will pay for the new laundry at the Vancouver General? We will, by a reduction in staff, new technical machines and a speed-up in production.

Industrial management will say that to compensate for higher wage demands there must be higher productivity. But higher productivity in the hospital field hasn't been reflected to any marked degree in our wage packets or in increased fringe benefits.

Apparently we operate with a different rule book. Management uses every gimmick. Let the worker try to collect for overtime at the rate of time and a half. They want to trade off days. They would like to call you back on your days off, with no additional compensation for the inconvenience. The forty hour work week was instituted with no appreciable increase in hospital staffing.

We have a socialized scheme of hospitalization in this province administered by strong upholders of the free enterprise system. These people are completely out of sympathy with such a program.

The hospital worker is caught in the bite. Apparently, our position should be "Yours is not to reason why, yours is but to do and die."

Hospital administrations are no different than private industry. They are very quick to tell you, "If you don't like the job, you know what you can do. Nobody is forcing you to work here."

But, we have no intention of sitting idly by and being shoved around. We have no intention of providing a service for all the citizens of the province while we take the abuses.

What has happened to the millions of dollars that the Federal Government is now contributing towards the British Columbia Hospital Insurance Service? Is that money going to pay for some of the new high interest rates that are being contracted by the Provincial Government for other services?

A Royal Commission is just as necessary for the British Columbia Hospital Insurance Service as it is for the B.C. Power Commission.

Management To Blame For Labour Unrest, Says Vice-President Crown-Zellerback

VICTORIA — Management personnel have lost the art of communicating with employees and this position has been "usurped" by unions, H. J. Hodgins, vice-president of Crown Zelerbach Canada Ltd. told the 20th annual conference of the Pacific Northwest Personnel Management Association here.

"The biggest blunder that management has made was not to preserve the art of getting true facts to our people," he said.

He said personnel relations need urgent diagnosis and treatment "because we have too much labour-management unrest for a free economy."

"My observation is that personnel departments surround themselves with an ivory tower," and that persons in the departments are searching for professional status rather than an understanding of the "whole picture."

There has been too much concentration on methods, involving the mass, paternalistic approach to employees, rather than development of ideas that preserve individual human dignity.

—Vancouver Sun

LOCAL 180 MEMBER WINNER IN INTERNATIONAL CONTEST

Art Tindall, prize winner in an international poster painting contest.

W. H. A. "Art" Tindall, V.G.H. Orderly staff, was a recent prize winner in an international contest sponsored by the Latham Foundation for the Promotion of Humane Education. Brother Tindall's entry, a multi-coloured poster based upon the theme "World Peace" was chosen from over 26,000 entries from 22 countries. The posters will be exhibited in hundreds of cities in the countries throughout the world.

Tindall became interested in art a little over a year ago. Mrs. Tindall, a dress designer, took a course in commercial art, and her husband decided to try his hand at it. He now has a license for sign writing and plans to continue his studies to become a professional sign designer. In addition, he does some exceptionally fine oil paintings.

Brother Tindall has been an orderly for thirteen years, and has served the past five years in this capacity at V.G.H.

PIONEER PASSES

The British Columbia trade union movement lost one of its founding fathers when Ed Smith of the Union Label Council passed away at the age of seventy-six, after a lengthy illness. Well known and well liked, Bro. Smith's history is the history of the trade union movement. A dedicated and loyal worker, he never ceased in his efforts to promote the interests of the working peoples of this continent.

Ed was born in London, England, on November 18, 1882. As a youth, he served his apprenticeship in Painting, Paperhanging and Decorating. In 1902, he married, and in 1905 he emigrated to Canada, settling in Gilbert Plains, Manitoba.

In 1911, after a vacation in England, he moved to Winnipeg and became a member of the Painters Union, and a delegate to the Winnipeg Trades Council. In 1916, he went to the U.S., where he became President of the Painters Union in Boston, Mass., and was active in obtaining the first five day work week.

In 1918, he returned to Canada, and was elected to the Executive of the Trades Council in Saskatoon, Saskatchewan, before coming to Vancouver in 1920. In Vancouver, he became active in Local 138 of the Painters Union, becoming business agent for that organization in 1925, a position he held for 13 years, until a shoulder injury forced him to resign the position in 1938. During this period, Ed was an in International Representative for a short while, and was a delegate to the Trades Council and Building Trades Council for 18 years, holding various positions on the Executive of the Trades Council.

In 1938, after his retirement from the Painters Union, Bro. Smith reorganized and revitalized the dormant Union Label Trades Council. For 16 years he worked without salary, as the Secretary of that organization. He pioneered Union Buying Week in Canada, initiated the move that established a Union Label Trades Department by the T.L.C. and was elected as a National Vice-President of that Department. In 1952, he won the trophy at the First National Union Label Exposition.

Automation Partially Responsible For U. S. Recession

To what extent has automation contributed to the present recession? While no statistics are immediately available in application to the Canadian economic picture, certainly all Canadians appreciate the very close relationship, the interdependency, in fact of the Canadian economy upon that of the U.S. Therefore it can be assumed that any logistics based upon the American scene will be directly reflective of the Canadian situation. Certain reputable U.S. sources have cast some light upon the current situation in that country.

The Wall Street Journal, using government figures found that 11,900,000 American workers are producing 35% more than 12,700,000 workers did in 1948. In effect, there are 6% fewer factory jobs than there were 10 years ago, but the factories are 35% more efficient.

The Journal survey finds that, although the gross national product is attaining new heights, unemployment is 7.2% of the national labour force 1,500,000 as of the end of September. While the output of U.S. factories has increased by more than a third, unemployment continues to rise as man is replaced by machines.

Not only is this true of urban industry, rurally automation has had an impact not as clearly recognizable because it is not centred about the factory town. But the automatic harvesters, cultivators, and similar equipment standard to the modern farm have displaced hundreds of thousands of agrarian workers who must then turn to the industrial field. There has been a very marked rise in the productivity of the American farmer in the past decade. In Canada, a recent article in a national magazine, pondered the position of the small farmer in today's economy and came to the conclusion that he could no longer hope to function as a self-supporting entity. So has the machine come to the farm.

While the situation is alarming at the moment, a recent survey conducted by the McGraw-Hill Company as a service to its industrial clients, indicates that it is only a beginning. Two thirds of all manufacturing equipment in the U.S. should, according to its age, be renewed by modern machines and the new machines are designed to produce 40% per man more than those installed as late as 1948.

In British Columbia the newsprint industry is an acute example of the effect over production through automation has upon the industrial worker. A stepped up program of plant and equipment modernization embarked upon early in 1948 has so increased man hour production as to necessitate curtailed production of the new equipment, with a resultant loss of wages to the workers in these mills. While there is logic in the industrialists thesis that modernization was necessary to answer the needs of a rising demand for newsprint, it is of cold comfort to many paper workers currently unemployed, or on short time.

In a story by H. G. Wells, written fifty years ago, the world was subjugated by metal monsters created by man who turned upon their masters. At the time the story was written, it was an amusing bit of science fiction, if slightly horrifying. Man's helplessness before the machines he had built was hard to visualize as reality. But the inability of man to control the modern machinery of production is a harsh fact today, attested to by an ever-increasing volume of unemployed, displaced on the production line by robots made of metal.

Local 180 delegates to the Third B.C. Federation of Labour Convention held in Vancouver. Standing, L. to R.: L. E. Woodthorpe; Mrs. McInnes, Kamloops; Hugh Duff; Alec Paterson. Seated, L. to R.: John Darby; Provincial President, John Fleming, and 1st Vice-President, Joe Gallagher. "Bill" Black, also a delegate from Local 180, was otherwise occupied at the time the picture was posed. Mrs. McInnes attended the Convention as a delegate of the Kamloops Labour Council, of which organization she is the Secretary.

FEDERATION ASKS EADES "RESIGN!"

VANCOUVER — As delegate after delegate to the third annual convention arose to the mike, it became apparent that the representatives of the workers of B.C. were intensely dissatisfied with the operation of the Workmen's Compensation Board.

Each speaker cited some instance where a member of the organization he represented had been unjustly or summarily dealt with. The majority of the criticism was levelled at the administration of the W.C.B., but a few of the delegates levelled their sights at the Act itself. John Squires of Port Alberni, I.W.A., M.L.A., maintained that the officers of the Federation themselves could not effectively administer the affairs of the W.C.B. and still abide by the outmoded and antiquated Act by which it is governed. The delegates were not prepared to accept this, and charged misadministration from the very top. A motion requesting the resignation by W.C.B. Chairman, Eades, was carried by a majority of approximately five to one.

J. Edwin Eades, Q.C., Chairman of the W.C.B., in his address to the convention, agreed in principle with the feeling of the delegates when he intimated the support of the Federation would be welcome in seeking necessary changes in the Act.

"If you want that social coverage which modern thinking in many of the older countries considers just and equitable, this great and influential federation should place its weight behind the scheme.

"It is feasible and perfectly logical to extend W.C.B. so that it would cover all workmen who are employed against the hazards of injury, no matter where or how, and against the hazards of illness, no matter how or where."

Mr. Eades, booed as he opened his address, was applauded at the conclusion. But his words were not enough to stifle the discontent of the membership with the operation of the W.C.B. under its present leadership. They endorsed his suggestion that the present board "would welcome a proper enquiry, in fact, felt that this should be done," but that was as far as they went.

WICKS Non-Committal

Will the Social Credit Government attempt to bring in legislation during the next session of the house to restrict organized labour in B.C.? If it so intends, Labour Minister Wicks doesn't know, and if he does know, he's not telling. Such, at least, was the impression he conveyed to the delegates of the B.C. Federation of Labour in his address to that body.

The Minister chose as the topic of his speech the labour laws of other countries, of Great Britain, New Zealand, Australia and Sweden. Each of these countries enjoys a measure of industrial peace sadly lacking in Canada, particularly in B.C. As a study in international trade unionism, the Minister's speech was doubtlessly very instructive. As a message from the head of the Labour Department to organized Labour, it was a disappointment.

Prov. Auto. Ins. Mooted

For $60, the motorist would get the following insurance for his car — bodily injury liability, $60,000/$120,000, property damage liability to $10,000, passenger hazard liability to $50,000/$100,000 with a basic deductible of $50/$100.

Compensation would be paid in every case, not in the basis of "who's to blame", and the $60 fee would include the cost of the car license plates

Fantastic? Perhaps it does sound slightly utopian to the average B.C. motorist faced with ever increasing insurance rates on his family car. But this is the total cost of insurance and license plates to the motoring Saskatchewan counterpart of B.C.'s beleagured driver.

BREAD INCREASE NOT JUSTIFIED

On Sept. 15, the Victoria newspapers carried a news item of significant interest to each housewife attempting to live within today's harried budget.

"Price of bread up two cents per loaf."

S. G. Fuoco, Manager of McGavins Bakeries, explained that the increased price was necessary to cover recent upward revisions of the workers' wages.

Mr. Moir, Manager of Westons Bakeries, allowed that mounting labour costs were not the only contributing factor to the decision to increase the price of the "staff of life" by 12% per loaf.

"Other costs are spiralling as well," he said. "The price of ingredients has increased as well as labour costs."

Of the two men, Mr. Moir was somewhat nearer the truth, for it was a fact that while the producers increased the price of bread because of "increased labour costs," it had been two years since the bakers had even entered negotiations with management, and it wasn't until October 27, nearly a month after the "increase" was instituted, that the workers sat down to discuss wage adjustments for 1958!

In this most glaring instance of organized labour being cited as the cause of an otherwise unjustified price increase, the manufacturers jumped the gun by one month. In their rush to follow the example of their Vancouver Affiliates, they neglected to wait until they had granted a token wage raise to the workers. They put the price up beforehand!

Of the three major companies concerned, total minimum production of bread alone is 214,000 loaves per week. Multiplied by two cents, this amounts to $4,280 per week, or $18,543 per month. They are now offering 53 employees a ten dollar per week increase, or $530. If the price of bread had to increase by 2 cents per loaf, it is statistically impossible to lay the blame to labour. The truth of this is borne out by the action of the Vancouver bakeries. When the major bakeries announced a price increase "due to higher wages," those bakeries who are not union quickly followed suit, without having even entered negotiations with their non-union employees!

New Contract For NAKUSP

A new contract was signed by Local 180, on behalf of the employees of the Arrow Lakes Hospital, Nakusp B.C. and the Hospital Administration. Items of major interest in the contract are an $18 across the board increase, ($20 for Nurse Aides) 90 days cumulative sick leave, 4 weeks vacation after 10 years service, medical plan to be investigated, preferably C.U. & C.

A group picture of the newly elected executive of the B.C. Federation of Labour. Standing, L. to R.: Sam Jenkins, Bob Beddome, Ewart Orr, Charles Stuart, Mel Kemmis, Hector Wright, Jack McKenzie, Ray Haynes, Ed O'Connor. Seated, L. to R.: Bob Smeal, Pat O'Neal, Joe Morris, Bill Black, George Home, Vic Midgely.

Pleased by the obvious pleasure of the many members present for the social evening in Hotel Georgia, Unit President Eric Thomas congratulates Social Committee Chairman, Phil Sevin, upon the success of the affair.

V.G.H. Unit Celebrates At Hotel Georgia

Upon many items depends the success or failure of a party, as any experienced hostess ruefully will admit.

All of those items contributing to an entirely and thoroughly enjoyable evening were present at the V.G.H. Party held in the Ballroom of the Georgia Hotel, Saturday, October 25th. Beautiful women, good music, fine entertainment, fresh steaks and old whisky. And to Philip Frank Sevin and the other members of the Social Committee goes a large measure of credit for a job well done.

Highlighting what must have been for V.G.H. employees, the social event of the year, was the floor show, presented by Miss Calangis. Vocalist Lorraine McAllister, T.V. star and radio personality, chose two rather unwilling aides from the audience to join with her in a rendition of "Love and Marriage." The chorus high kicked their way through two visually interesting numbers, a lad performed musical gymnastics on an accordian, and a ten year old girl proved her mastery of a precarious unicycle by riding it into submission.

The door prize, a transistor radio, was won by Mrs. Joe Basaraba. The two "spot" prizes were won by Mrs. Fishwick and J Ward, and Mr. and Mrs. Vince Doublesin. Mr. and Mrs. Doublesin were celebrating their 21st wedding anniversary, so it was appropriate that they should win.

Seated at the head table as honored guests were Provincial President John Fleming and wife; Secretary-Business Manager Bill Black and Mrs. Black; First Vice-President Joe Gallagher; and B.C. Federation Secretary George Home and wife.

Capably assisting at the door was Alec Cowan, retired member of V.G.H.

VERNON PLANNING PARTY

Members of the Vernon Unit are planning a party for the children over the holiday season. Adults and escorts will have their own social evening early in the new year. The date of both of these events will be announced as soon as plans are completed.

MAC MAKES UP HIS MIND

Mac's wife was ill and he was stopped by a friend who met him running for the undertaker. "But," remonstrated a friend who met him, "it's no undertaker you want, it's a doctor."

"Nay, nay," was Mac's reply. "I canna afford to deal wi' middle men."

Kamloops Annual Dance December 11th

The Kamloops Unit is holding its annual Supper and Dance in the Masonic Hall on December 11, 1958. This will include a turkey supper and dancing from 10 p.m. to 1 a.m. The drawing for the prizes in the Queen Alexandria Solarium will be held on this night.

Chairman for the Raffle and also for the party Committee is Archie McFayden. Archie has his sights set high for the Solarium.

The following members have their hats in the ring for 1959 elections: Chairman, Mrs. Geraldine Todd, Miss Jean Schneider; Vice, J. Fiddes, Mrs. Ethel Seibel, and Mrs. Ina Cooper; Secretary, Mrs. Cecilia McInnes; Warden, Mrs. Katherine O'Kipski, Mrs. Beulah Huxted, Mrs. Irene Milliken and Marion Rhindress; Conductor, Ilene Papworth, and June Niven.

Bro. J. Fleming, Provincial President, has accepted the invitation to preside at the installation of officers in January.

Ontario Arbitration On Job Rate

RE-CLASSIFICATION: An arbitrator has ruled that Management has no right to unilaterally re-classify employees into a new Classification and new rate which had not been negotiated with the Union. The case involves five workers at Chrysler, in Windsor, Ont. They had been classified as "utility", but were re-classified by the Company as "relief", with 5c less per hour. The Company argued that the changed classification was not a NEW one, since ultility men were also called on to do relief work. The arbitrator (Judge W. S. Lane) ruled that the BASIC work of utility men was utility, even though they did occasionally do relief work. "The Company during the term of a contract has no right to establish a new classification except by special agreement with the Union in the light of the fact that classifications are established by agreement and rates fixed by agreement." The Company was ordered to pay the workers involved 5c for every hour worked from Oct. 1, 1957 to Sept. 20, 1958. The grievance was handled by UAW Local 444.

—Labor Facts

"The Public Is Being Robbed!"

"The public has to know about this. The public is being robbed." (S. Yaphe, Secretary-Treasurer of Karpman-Yaphe Inc., testimony before Royal Commission on Price Spreads of Food Products, October, 16, 1958.)

Mr. Yaphe, who represents a big fruit and vegetable wholesale firm in Montreal, was referring to certain price practices by the chain stores on fruits and vegetables. His statement, however, can be applied generally to the whole field of prices.

Not only are consumers being forced to pay higher prices without justification, but a tremendous propaganda campaign has been organized to convince the public that the higher prices are caused by wage increases.

The main facts are these:

1. In most industries, wage costs are a relatively small part of the factory selling price.
2. Because of increased productivity, wage cost PER UNIT OF PRODUCTION has risen less than other cost factors and less than prices.
3. Prices received by Canadian farmers for their produce have been dropping, while retail food prices have continued to rise.
4. Prices of many basic industrial products are not based on costs, or on supply and demand, but are "administered" prices, set by monopolies and price-fixing agreements among a few dominant companies.

The main victims of profiteering price policies are the workers, who see their living costs constantly running ahead of their earnings, the farmers, who are getting LESS for their produce while paying MORE for the things they buy, pensioners and others on fixed incomes, and many small business enterprises. The latter must pay more for products whose prices are "administered" by a few powerful corporations, while the prices they are able to charge the consumer are often limited by keen competition at the retail level and the limited purchasing power of most customers.

LABOR COSTS

The propaganda that higher wages can be met only by raising prices is completely contradicted by the facts. In Manufacturing Industry as a whole, in 1956, wages accounted for only 15 per cent of the total factory selling value. In some major industries the proportion is much less than that. In no important manufacturing industry do wages account for as much as a quarter of total factory selling value:

	Wages as percentage of Total Factory Selling Value, 1956.
Meat Packing	8.0%
Breweries	15.8
Tobacco Products	12.6
Cotton Yarn & Cloth	19.6
Men's Clothing	21.3
Women's Clothing	20.3
Sawmills	19.7
Pulp and Paper	16.1
Farm Equipment	21.1
Automobiles	11.0
Primary Iron & Steel	20.0
Smelting & Refining (non-ferrous)	7.5
Electrical Apparatus	17.7
Oil Refining	2.9
Chemicals	10.1

Even on the ridiculous assumption of no increase in productivity, a 10 percent increase in wages should affect the factory selling value to only a small extent. Thus, a 10 percent wage increase would raise the factory selling value by ONE-THIRD OF ONE PERCENT in oil refining, by EIGHT-TENTHS OF ONE PERCENT in smelting and refining, by just over one percent in automobiles, by less than one percent in meat packing, and so on.

WAGES AND SALARIES

Both in Canada and the U.S. the number of executives, salesmen, foremen, supervisors and other salaried people has risen more rapidly than the number of wage workers. The authoritative American business magazine FORTUNE has commented on a U.S. study of this development:

"Wernick's data would seem to indicate that the increase in labor costs in the past few years **stems from rising non-productive worker costs than from blue-collar workers. This data would seem to give the unions a powerful bargaining argument.**"

UNIT COSTS

A recent issue of Business Week says, dealing with the current upturn:

"Productivity is reducing unit labor costs, and with companies doing a bigger volume of business, is already boosting profits."

The fact is that productivity has been rising steadily in recent years in all industries in Canada, and judging from the experience of the U.S., is rising more rapidly in the most recent period. A study prepared for the Gordon Royal Commission on Economic Prospects shows that productivity per man-hour, in the period 1948 to 1955, has risen as follows:

All Manufacturing	21.5%
Primary Manufacturing	24.7%
Mining	43.8%
Construction	20.0%

FARMERS AND FOOD PRICES

A recent study by the Department of Agriculture shows that the farmer's share of Canadian **retail** food prices has dropped by 15 per cent between 1949 and 1957. In this period, retail food prices have risen by over 16 per cent, while farm prices have gone down by about 2 per cent. The spread, or "marketing margin", as the economists call it, has increased by 40 per cent. The spread includes, of course, a big chunk of profit for the manufacturing companies and the big chain stores.

Since obviously the farmer is not to blame for higher food prices, there must be some other explanation. Is it because of higher wage costs? In the meat packing industry, wages are only 8 per cent of the factory selling prices. Clearly then, even assuming no rise in productivity, higher wages can hardly cause much change in total costs of meat processing. Is it higher labor costs at the retail end? Since salaries and wages combined are only about 8 per cent of the total retail price in food chains, higher food prices can hardly be laid at Labor's door.

There are a great many dramatic examples of profiteering in food by big processors and food chains. Mr. Yaphe, a Montreal fruit and vegetable wholesaler, has told the Commission that some chains make a gross profit of 100 PERCENT on fresh fruits and vegetables! He cited the case of potatoes which are bought by the chains at about 82 cents per 50-pound bag, and sold at 39 cents for 10 pounds, a profit of about 130 per cent!

A few years ago, the price of Canadian wheat to flour millers went up 20 cents a bushel. In terms of flour costs per loaf of bread, this represented an increase of half a cent per loaf. The miller-controlled bakeries raised the price of bread by ONE cent, pocketing the other half-cent per loaf as extra profit.

(Continued on Page 6)

U.S. Anti-Labour Forces Defeated

(Continued from Page 1)

contest between two millionaires, each paying court to the workers in their state, each opposed to restrictive labour legislation.

For all of those with sufficient intelligence and acumen to use the American political situation as a crystal ball remarkably reflective of the future affairs of Canada, the lesson is emphatic and clear-cut. Big Labour has been awakened and aroused, and has eloquently demonstrated its democratic strength where it is most apparent by delivering the vote at the polling booth.

One of the tables at the V.G.H. Unit Party in the Hotel Georgia, Saturday, October 25th.

Cont. from page 5

"The Public Is Being Robbed!"

CAR PRICES

According to the Financial Post, list prices have not been raised on the 1959 models. Yet, most cars will cost from $100 to $200 more than in 1958. As explained by the Financial Post:

> **". . . price increases are likely to be obtained by shuffling the names of models."**

In the case of Chevrolets, the cheapest 1958 model, the Delray, does not appear in 1959. What was the Delray in 1958 now appears as the Biscayne, at a higher price, naturally. Last year's Biscayne now is called Bel Air, again at a higher price. The Company gets its price increase, but the customer is not aware of it. The operation is quite painless.

The story is the same with Pontiacs, Plymouths, Dodges and most others. Although the companies will probably insist that there is more than a mere change in name to accompany the higher price, an authoritative industry report in the U.S. quotes Chevrolet dealers as saying that:

> "The 1959 Biscayne and the 1958 Delray represent the same package despite a $140 upgrading, with both cars carrying the same Fisher Body serial number."

PULP AND PAPER

The big newsprint and fine paper companies also use an "administered" price system, where uniform prices are established, quite unrelated to costs. The recent declines in demand and the resulting cutback in production have not brought about any decrease in prices. In fact, the fine paper mills RAISED their prices by 5 per cent about a year ago, in spite of a drop in demand.

WAGES AND HOME BUILDING COSTS

What are the facts? To begin with, wages are somewhat under 30 per cent of total home building costs, including land. (This is based on a 1953 study, and it is probably less than that at the present time.) Productivity in the Construction industry, contrary to the claims of some big contractors, is established to have INCREASED BY 30 PER CENT in the period from 1951 to 1955. ("Output, Labour and Capital in the Canadian Economy," Gordon Commission Study.)

Three important cost factors have risen more rapidly than wages in the Building industry. These are: Land, Profits and Overhead, and Mortgage interest rates.

The Housing Committee of the Canadian Construction Association reported to the CCA's 1957 Convention that:

> "The factor that had shown the greatest increase in recent years was that of land. Prices of lots had in many cases risen several thousand dollars during the past five years."

Figures published on costs of single-family houses built under the National Housing Act show that between 1951 and the first three months of 1958 the average cost of land has risen by ONE HUNDRED AND FORTY-SIX PER CENT! Wage rates in all types of construction have gone up by 40 per cent.

Early in 1957, the Government raised the interest rate on National Housing Act mortgage loans by one-half of one per cent, from 5½ to 6 per cent. The CCA Housing Committee reported that the increase would add more than a thousand dollars to the cost of a house when spread over the life of the mortgage.

Unfortunately, comparative figures on the breakdown of costs for housing construction alone are not available year by year. For all construction work by contractors, D.B.S. figures show that LABOR costs (wages AND salaries) have dropped as a proportion of the total building dollar, while the share going to PROFITS AND OVERHEAD has skyrocketed in the post-war years:

Okanagan Units Hold Joint Meeting

Over one hundred Local 180 members from Hospitals in Penticton and Vernon gathered in Kelowna at a general meeting, Tuesday, October 27th. The meeting was chaired by Brother Tetz Chairman of the Vernon Unit. Principal speaker was Business Manager "Bill" Black, who spoke on the "Labour Crisis In Canada."

British Minister Addresses Luncheon

Is there a place in the modern trade union for the Christian religion, as officially practiced by the recognized churches? Is the Christian church prepared to join with the trade union movement to achieve a common goal, the Fatherhood of God and the brotherhood of man? To each of these questions the Rev. William (Bill) Gowland, industrial chaplain from Luton, England, during a luncheon address at the Mount Pleasant Legion Hall, answered with a definite "yes". The Rev. Gowland, dean of a school specializing in training trade union chaplains at Luton, England, speaking to a mixed audience of Ministers of the church and trade union officers, captivated his audience with a mixture of humor, religion and good, common sense.

In comparing the Canadian trade union movement to the British, he expressed amazement at the lack of political direction displayed by the movement in this country. "Let anyone," he said, "say in Scotland that he felt that unions should refrain from political action, and he would be lucky to get out of the country alive. Let him say the same thing in Ireland, and he wouldn't."

This participation in political affairs, he went on to explain, is entirely voluntary on the part of the individual unionist, as are the contributory deductions earmarked for political education.

In commenting upon the relationship between the established church and the trade union movement, Rev. Gowland caustically commented that the church had failed the working man in England. The church, he said, was run by the vicar and paid for by the squire. The church failed to take a stand in defence of the exploited worker during the Industrial Revolution, and instead allied itself to the forces of reaction. This applied not to the individual minister, many of whom openly sided with the workers, but was a reflection of the attitude of the church itself. This has changed. The church recognizes its error, and the school at Luton is a concrete example of the efforts being extended to promote the brotherhood of man through the mutual participation of church and union in day-to-day affairs. Interest in the school is exceptionally high. At the moment there are over 3,000 enrollees.

The curriculum of the school applies the lessons of Christianity to life in the mill. Shop stewards are trained grievance procedure and bargaining techniques. The graduates of the school become the chaplains in their respective plaints. So great has been their impact on the trade union movement in Great Britain, that Morgan Phillips, President of the British Trade Union Council, had this to say at a recent convention of British Unions:

"If the British trade unionist today had to choose between Marxism and Methodism, I assure you he would choose the latter."

Gowland predicted a bright picture for Canada. "In a short 25 years you will become the industrial giant of the western world. In those 25 years you must accomplish what Britain required 250 years to do, you must adjust your society to reap the benefits of this terrific industrial potential. You must become Christian materialists, pious on Sunday, but working the other six days of the week to distribute your goods to the poor and the needy of the world."

Commenting on American and Canadian criticism of the so-called British "welfare-state", the Rev. Gowland had this to say:

"Never has a system been so misrepresented. The type of government in England today, essentially a working man's government, is the final result of an evolutionary process in our democratic governmental system that cannot be denied. In actuality, the British people were never better off. They have complete freedom, they can work where they like, shop where they like, see which doctor they prefer.

"I am often asked — what is the doctor-patient relationship under a socialized medical plan? And I answer, it was never better — never better. And I will tell you why. Quite frankly because the doctor is certain he will receive full pay for the services and time he extends on the patient."

The NOTICE BOARD

MERRY XMAS FROM
V. G. H.
SOCIAL COMMITTEE
V. G. H. and Grace
ANNUAL XMAS PARTY
at
Circle Theatre
1339 Kingsway
Sunday
December 21st, 1958
2:30 p.m.

CATHOLICS STATE POSITION

Throughout the years the Catholic Church has been very conscious of the rights and the dignity of the workers. It has frequently taken a strong stand in defending these rights and in exposing the abuses which the workers have suffered at the hands of employers.

These teachings have been repeated in more recent times and much closer to home as evidenced by the following extract from the minutes of the Annual Meeting of the Canadian Catholic Conference held at the Mother-House of the Grey Nuns of the Cross at Ottawa, November 13th, 14th and 15th, 1956:

"The Commission for Hospitals suggests that the meeting of the Bishops, through the Catholic Hospital Association of Canada, send to the Catholic Hospitals the following declaration:

> "Whereas in too many Catholic Hospitals the Administrators act as if they were unaware of Labor's right to organize;
>
> "Whereas the Hierarchy cannot allow this state of affairs to continue without showing gravely in the responsibilities entailed;
>
> "Therefore the Bishops of Canada assembled in plenary session recommend that those who are in charge of Catholic Hospitals study the Social Doctrine of the Church and put it into practise without delay, if they have not already done so."

A picture of some of the members of the meeting held in Kelowna to which the units of Penticton, Vernon and Kamloops were invited.