SEPT. 12: Date to Remember!

Prince George Employees Win Raise

Members of Local 180 employed by Prince George and District General Hospital have won an increase of 10 cents across the board in 1960-61 contract negotiations.

Business agent Bill Black returned from a bargaining session in Prince George late this month. He said the afternoon and night shift differential had been increased from 20 cents to 40 cents per shift.

Many employees will enjoy substantial increases in income due to negotiated improvements in wage categories.

A SPECIAL ELECTION REPORT BY YOUR BUSINESS MANAGER

September 12th is the date of the provincial election, the occasion which affords you the opportunity to exercise your franchise, to help elect the provincial government which will run your business, this province, for the next four or five years.

We hope there will be no repetition of some past performances when we have adopted a cynical attitude towards voting, when we refused to take a few minutes of our time to mark an "X" on a ballot.

The right to vote and the exercising of that right should be very jealously guarded. The stakes in the game of politics are your freedom, your right, the right of self determination. Don't let the reactionary forces ride into power by default.

The fight for self determination is not unique. It is going on all over the world. The right to free elections where you have more than one candidate is denied in all totalitarian countries.

We are privileged to watch the historical struggles which are taking place in South Africa, the Congo and the Latin American countries. We should note the student uprisings in Korea which toppled the corrupt, reactionary, vicious Sygman Rhee and his government.

CONVENTION HEARS ORGANIZING DRIVE TOPS IN CANADA

More hospitals have been organized in B.C. than in all other Canadian provinces combined.

It was reported at the recent convention that since these groups have entered the fold, salaries and wages have been increased anywhere from 20 to 30 per cent, plus improvements in fringe benefits.

Union officers remind members that fall activities get under way immediately, "July 1961 may seem to be a long way away but we start making preparations for bargaining now."

Problems Come First

We should watch the student uprisings in Japan as an awakening of the exploited and depressed peoples of South America. Strange, in these countries, they have slave labour and slave wages and a high cost of living.

Don't suffer from the illusion that the same forces that brutally exploited the workers in the so-called under privileged countries of the world, the same forces that have one law for the colored people and another law for themselves, are not at work in Canada.

The same international cartels, the same international finance, the same international corporations are at work here. They believe workers are expendable, a dime a dozen. They don't believe in social change, the welfare state, in security, in public ownership. They have one goal — brutally made profit — no matter who may be sacrificed.

As one U.B.C. professor put it: We may pay common labour $2.00 per hour, but in actual fact, due to technological progress, due to the scientific age into which we have evolved, common labour is worth 10c per hour, if that.

A great deal is going to be said during this campaign about free enterprise. Free enterprise is a stupid phrase. Under monopoly capitalism what is free about it? Try to crash (if you have the finances) the business world; try to compete with the monopolies, with the cartels; invade the private preserves of big business and you will find out all about free enterprise. The only freedom the worker enjoys is the freedom to sell his labour power to an employer.

We can still talk, but let's be careful. We may lose that right too. Try doing some complaining if you feel that you are being overworked or your productivity is too high. You may be told: "Don't you like it here. You can always find a job elsewhere."

Employment Promise

And with the types of government we have been elected, finding that job elsewhere may not be so easy. We followed John. He said there will be no unemployment. Yes, we followed John right to the relief office. John Diefenbaker is no improvement over R. B. Bennett, the conservative prime minister in the Hungry Thirties. And in Newfoundland we have Joey Smallwood, a liberal premier whose actions were just as
Individual Bargaining Out-Dated

Units of the Hospital Workers' Unit can no longer afford the "luxury" of conducting individual negotiations throughout the province.

This was the warning issued as part of his annual report by secretary-business manager Bill Black at the recent convention.

Brother Black said: "At the risk of sounding repetitious, I say once again that our only salvation in the future will be master contract negotiations.

"To maintain an equality of wage rates for our standard classifications, to maintain equality in our fringe benefits, then of necessity we must act as one. We can no longer afford the luxury of little individual autonomous groups throughout the province deciding their own destiny."

Brother Black said it should be apparent that while the hospitals are administered individually, the controls and "ground rules" are determined in Victoria.

Strong Help Weak

"This is what is driving the employers into one camp and it is also the reason why we must act to a large extent as one autonomous group... This is a case of the strong helping the weak, and in this we are the forerunner in Canada. And make no mistake about this; in doing so, the strong are also protecting their own back door."

Brother Black also emphasized that regional bargaining did not mean that the union will be unable to handle anomalous situations.

"We will always demand the right to deal with these with the individual hospitals concerned," he said.

RESIGNS UNION POST

Joe Gallagher Wins Promotion

The membership will be sorry to hear that Brother Joe Gallagher, First Vice-President, has resigned both from the Executive and from his local Unit at Powell River. The reason for his resignation was the fact that he has been elevated to the position and classification of Maintenance Supervisor at the Powell River General Hospital.

Consultations were held between the Powell River Unit Executive and Management in order to ascertain what would be involved in the new position and classification. It was agreed that the duties involved would place the Maintenance Supervisor on the administrative team of the hospital. He would assume certain managerial functions and it was therefore agreed that Brother Gallagher had to resign.

Your Provincial Executive regretted having to accept this resignation as Brother Gallagher had made a valuable contribution to our organization.

No doubt we will hear from Joe in other spheres of labour's activities and we are quite confident that with his background, he will always deal fairly and squarely with those working under him.

At our recent convention provision was made to take care of such an eventuality. With the resignation of Brother Gallagher, all vice-presidents move up one step, and Mrs. C. E. McInnes becomes third vice-president.
GOVERNMENT WHICH STARVES HOSPITAL DENIES CHRISTIAN BROTHERHOOD — MINISTER

Rev. Rupert Evans of the United Church told hospital employees last month that a government which starves hospitals of funds is denying Christian Brotherhood.

Mr. Evans told the convention of Hospital Workers 180 that "we can never use the needs of humanity to exploit other members of the human race. I would suggest that a society which leaves large areas of social need and medical need to charity does not really believe that men are brothers."

In a plain-spoken preface to his formal invocation, Mr. Evans made it clear that the work of organized labour and the work of the church could go ahead hand in hand.

He said: "I regard it as a privilege to be here, because I am quite sure that the highest aspirations of the labour movement and those principles for which the Christian church stands are such, that from different angles, as far as the welfare of human society is concerned, we are doing the same job."

Supports Labour
Mr. Evans looked back to his youth and a time when he was discharged from a job so that an even younger man could take over at a smaller salary, with a saving to the employer of some ten shillings a week.

"It is that kind of experience which has made me a firm believer in the labour movement and a convinced supporter of organized labour," he said.

"My church, too, believes in organized labour."

"It is some years now since the general council of the United Church ordered that the United Church Publishing House and Ryerson Press in Toronto should become a union shop, and all the publications of our church bear a union label.

"We have gone on record time and time again that organized labour has a place—and a large place—in the society of Canada."

Joint Operation
Mr. Evans said he believed the Christian Gospel could be expressed like this: "Thou shalt love the Lord thy God; and thou shalt love they neighbor as thyself.

"In other words, we believe in the Fatherhood of God and the Brotherhood of Man."

PENSIONERS NEED SOCIAL SECURITY

Needed: an adequate social security plan for senior citizens.

Hospital Workers 180 have asked their National Union and the Canadian Labour Congress to redouble efforts to persuade the federal government to bring such a plan into being.

Hospital workers describe the present method of granting pensions as "hopelessly inadequate."

"This method fails to meet our present financial standards. The trend is towards ever-increasing automation with a resultant decrease in the productive years of a workers' life;" the resolution states.

He said there were several areas in which the church and labour could work together.

It seems to me that as long as the laws of this province prevent you from having a large scale participation in the lay boards of hospitals, that you cannot possibly do your best job as a Hospital Employees' Union.

"It seems to me nonsensical that businessmen should be set apart as men who have some sort of divine right to run the business affairs of hospitals, and that those who really know how to do the job are excluded from any kind of effective control.

Improve Conditions
"I would suggest that my church and your group should press for the day when those who are the solid employees of hospitals, and the nursing staff and the medical staff, should have effective representation on boards."

Mr. Evans said he was sure the union has the heartiest support of the Christian church in efforts to improve living standards and conditions of service.

He said: "To me it is deplorable that there should ever be any suggestion that because men and women work for a charity that charity should be the employer of sweat labour... I would suggest to you that we can never use the needs of humanity to exploit other members of the human race."

Mr. Evans turned his attention to unemployment. He said: "If the choice of full employment means that privileged groups and high society groups must accept less, then we had better pay that price if we really believe in the Christian gospel."
This Is YOUR Paper

After months of regrettable absence your Hospital Guardian appears once again with a new magazine format. The suspension of THE GUARDIAN was due to a Union strike in the plant in which our paper was previously printed. New arrangements have been made with a Union print shop that is not in dispute with its employees.

This issue of THE GUARDIAN features our own biennial convention, and touches upon current affairs which are of interest to all workers and trade unionists wherever they may be employed, but with particular reference to hospital workers. With the reappearance of THE GUARDIAN we solicit your assistance. We trust that all units will re-establish their press committees, strengthen their lines of communication with the general office and send us all pertinent local news and information.

It is our intention to publish THE GUARDIAN on a bi-monthly basis and we trust there will be no further disruption in its publication. Its continued operation will depend in a large measure on the active support which we receive from our membership.

A Success Story

Pension Scheme Now In Effect

July 1 has rolled by and all the employees of the acute general hospitals in B.C. few come under the provisions of the Municipal Superannuation Act. The plan was implemented with a minimum of inconvenience.

With the cooperation of the Municipal Superannuation Commissioner and with the assistance of the B.C. Hospitals' Association, your general office was instrumental in having some of the ground rules changed.

The years of service required for coverage were cut down from fifteen years to ten years. There was an easing of the retiring date for those now of pensionable age in order to permit them to adjust themselves.

It is gratifying to know that hospital workers can now transfer from one hospital to another. For the sake of security, they are not forced to stay in one institution. If there is a vacancy anywhere in the province they can now move and their superannuation will be continued. It may be that health reasons or any other of a number of reasons would make this desirable.

Past Service Counts

It is gratifying to know also that all past service in B.C. acute general hospita...
Delegates Choose Peace:
Stop the Arms Race

Hospital workers will ask the National Union of Public Employees to take a firm stand on the side of peace and international disarmament.

A resolution passed at Local 180's convention states that Canada should adopt an independent position in world affairs. Every effort should be made to end the armament race, as “stock piling of nuclear warheads and nuclear weapons is no longer a deterrent.”

Local 180 asks that Canada give world leadership for total disarmament by setting an example.

In this way, our delegates believe billions now squandered on arms can be used to create greater security and a better way of life for all Canadians.

Some of the money saved could be used for assisting under-privileged and under-developed countries of the world.

Delegates expressed deep concern with world conditions, the current atmosphere of fear and uncertainty, and the resultant psychological affect on our children and on our every day lives.

“While we still have time, the voices of the working men and women of this country should be raised against these practices,” states the resolution which will go before the national convention next month.

CHECK SOUGHT ON BRAND IMPORTS

Watch those labels.

That's the suggestion made by hospital Workers 180 through national organizations to the federal government.

At their convention, hospital workers found that U.S. food products and canned goods are being sold in Canada under Canadian Label brands, at the same time as some B.C. canneries are being forced to close down.

It’s requested that all imported goods and produce carry clearly marked labels stating the country of origin.

Saskatchewan Doctors Recognize Trend; Propaganda Stops

The Saskatchewan College of Physicians and Surgeons has announced that it is closing its propaganda Medical Information Centre in Regina, is shifting its publicity efforts back to where they came from and has noted that “at the present we have no program of publicity against the Government’s plan.”

The College attempted to raise $93,000 from Saskatchewan doctors and other funds from outside the Province to fight the CCF’s proposed medical care program. The overwhelming endorsement of the CCF government by the Saskatchewan voters, when they elected the CCF for a fifth successive term, appears to have temporarily quietened the College’s opposition to the health care program.

Local 180 Registration desk: Assistant business agent Sid McDonald, Mrs. Florence Appoonen of Ladysmith, financial secretary Alex Paterson, Mrs. Beryl Molander of Cranbrook, Phil Forsha, and fraternal delegate Ed O'Connor of B.C. Government Employees.
Local 180 Pioneering Cited By Bob Rintoul

A 45 per cent increase in wages would be required in Ottawa hospitals this year in order to bring standards in line with those enjoyed in B.C., according to Robert Rintoul, national director of the National Union of Public Employees.

Brother Rintoul was a speaker at the Hospital Employees' convention here.

He brought greetings from the National Union's president and members, and outlined the struggle now under way throughout Canada to improve the lot of public employees.

Brother Rintoul made it clear that the major problem facing hospital employees across the country is the difficulty in getting hospital boards to lay down hard and fast rules so that employees know what they must face at the bargaining table.

"Because of this, we are facing a great many more problems than we faced a year ago . . . so much so that during the last nine months several province have endeavored to put in compulsory arbitration."

Labour Objects

"This is something that the labour movement absolutely objects to, and of course we do likewise."

Local 180 Unique

"Local 180 is unique in Canada. This we realize full well, because in no instance across this country have we a hospital local that can come close to the wages that you have fought for and the working conditions that you work under."

"We certainly endeavor to use this at every opportunity. And it would be a fallacy in my part if I didn't take the opportunity while I am here to say how marvellous a job and how terrific a job Brother Black has done for you over the years and is still doing. This is said everywhere you go."

Brother Rintoul described the efforts under way to close the ranks of labour and the Canadian churches through the Religious Labour Council of Canada, of which he is a director. All churches except the Jewish faith and the Catholic Church have expressed interest, and it is hoped these two denominations will soon decide to take part.

Pioneering Cited

Brother Rintoul thanked Local 180 for the convention invitation, and added: "I depend on Brother Black to give me a great deal of information regarding hospitals, because he is the expert in Canada, and he will do the same for any individual member."

"We are not as fortunate in other provinces in regard to hospitals as you are in B.C. and of course this is not an admiration society, but I know it is only through the efforts of the pioneering Brother Black has done. We haven't been able to establish pioneers such as him in our other provinces."

Turning to his own city of Ottawa, Brother Rintoul said: "If we were to bring our rates anywhere close to yours this year, we would need a 45 per cent increase to bring this about."
BILL BLACK WARNS:

Hospital Fight Will Continue

We should generalize for a moment on the effect of politics on our own employment. We should refresh our memories. The last eight years has been a constant struggle on the part of Local 180 to improve and maintain your working conditions, salaries and perquisites.

We have not conveniently forgotten all about deficit financing, budget control, the freeze orders, the hold-the-line policies which were put into operation at various intervals over the last eight years. We know the frustration, the exasperation which we felt in trying to look after your interests. We are not unmindful of the boards of conciliation and arbitration which we have confronted. When we approached the bargaining table with conservative, reasonable requests, we were met with: “Where’s the money coming from? We don’t get it from the government, we can’t pay you.” But, we were aware that adequate revenues were collected.

Organized labour has been continuously told that the only reason in the eyes of business for an increase in the standard of living of the workers is increased productivity. Have we failed in this respect? The productivity of the hospital workers in B.C. is the highest in North America. There are less employees per hundred patients employed in our B.C. hospitals than in the rest of Canada.

But was the industrialists’ own argument of productivity acceptable at the bargaining table when we broached it? No. You were told you can’t measure productivity. But, I listened to the complaints of the over work of our people; of our nurse aides in some instances in the year 1960, putting in seven, eight, and nine days before they get a day off; of orderlies handling anywhere from 20 to 40 patients, with no adequate replacement for sick relief.

Remember Struggle

We are not unmindful of the struggle to maintain fair wages and the attitudes we met at the bargaining table, particularly when we were trying to raise the salaries of the lower paid workers.

You would have thought we were trying to extract it from the negotiators’ pockets. How they expect men to raise families on salaries of less than $300.00 per month, and we have many of them, in this modern economy is beyond me. Or women to do the same thing on less than $200.00 per month.

Our provincial government in its financial dealings talks about fair play. They want no part of eastern Canada. Their references are to the Great Pacific Northwest. If we take their yardstick and examine the cost of hospital operation in the states of Washington, Oregon and California, we discover that it is double the cost of B.C. Are we inefficient? Is our productivity not high? Let me warn you; there is no easement of this situation on the planning board.

When you start to quote these facts to management, they stick their chests out and say we are efficient. Then they start to quote statistics. Apparently it depends upon whose ox is being gored.

The hospital statisticians and all those responsible for budget controls have been keen students of a book written by Darrell Huff, How to Lie With Statistics. They have ably learned the art of double talking.

Assembly Line Care

With some people control has become a fetish. They are attempting to put hospital work on an assembly line basis of operation and then in the next breath, they talk about optimum patient care.

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ELECTION REPORT

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The employing interests who control all media of communications will use in this election every weapon to hammer and discredit labour. Labour is not supposed to develop a political conscience. This is the private preserve of corporations, of big business. Big business has a big stake in maintaining the status quo.

Political Ostrich

Make no mistake: big business in B.C. is in politics in a very big way. The editorial in June 1960 edition of Canadian Business, the official publication of the Canadian Chamber of Commerce makes these pertinent remarks:

"It would be a step backwards if business were to set up a political party to further its own private ends. But it would be a step forward if business were to recognize that political action through existing political institutions is a necessity—not merely a necessary evil. In the world in which we live the man who believes that politics is for the birds, is a bird—an ostrich."

No one could ever accuse business in B.C. of being a political ostrich. And business has no need to set up a new "political party to further its own ends" because they already have more than one.

Are we, the workers, political ostriches? Is our destiny to be charted by the political parties financed by industrialists? Do you think they will enact legislation favourable to the common people of this country? Are the Canadian Manufacturers’ Association and the Canadian Chamber of Commerce interested in social reform? Are they interested in a reduction of the hours of work to combat automation and to reduce unemployment? Are they interested in a social security plan for our senior citizens?

Municipalities are starved financially. The cost of education is becoming prohibitive. Are the supporters of so called "free enterprise" interested in a provincial or national medical plan? Will they provide sufficient monies to look after the employables of Canada? Try getting a job when you are over forty-five.

Our Responsibility

Organized labour, farmers and the CCF are in the process of establishing a new political party that is going to speak for the working class, the largest class in society, the majority of the people. We belong to the family of labour and we are not shirking our responsibilities. We support the policies of the Canadian Labour Congress and the British Columbia Federation of Labour.

Canadians have followed John. As I pointed out the adherents have their Joey Smallwood. Quebec had its corrupt Union Nationale.

For a change let us try our own people.

Grim Winter Coming

Life is now catching up with us. The existence of chronic unemployment compels us to revise our approach because fair wages and good working conditions cannot co-exist indefinitely with masses of hungry men desperate for work. This winter will be the grimmest since the Hungry Thirties.

The employers have seized on the increasing incidence of unemployment to try to discourage the workers from fighting for improvements. We have a responsibility to our families, to our children. Where are the thousands of children reaching employable age going to find work? Is private enterprise interested? What was the only periods that private enterprise can ever provide reasonable employment is during periods of catastrophe, wars, devastation.

ED SIMS...

...Labour Council President

Hospital Fight

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We are not suggesting that all hospital administrations are unfair or unsympathetic. The conditions under which the hospitals have to operate have been intolerable to the majority of them. This has been demonstrated by press releases over the last few years. But taking the law of averages, there are some who are still extracting the last pound of flesh from the working force.

Hospital workers find themselves in a very peculiar position. The civic worker, although he can’t be a member of the City Council, has the right at every election to vote for who is going to administer the City, the right to vote for who is going to be his boss. Hospital workers are not afforded that privilege.

The hospitals are handled by societies or closed corporations. The hospital worker, though a taxpayer, is denied the right of belonging to a hospital society. Hospital societies are answerable to the government, to the B.C. Hospital Insurance Service, but not to the people at large. Their stewardship is never up for scrutiny. They don’t have to account for their activities as would a School Board, Parks Board or a City Council.

Here we have counts against us. City Council and government are represented, but labour has limited voice if any. Fortunately, in many hospital boards throughout the province, we have voices who will look after our interests.

The B.C. Hospital Insurance Service by the very nature of things, is a socialized scheme of hospital union. It behooves us to see that there is fair administration and that labour has a voice in the running and in the operation of such a scheme.