

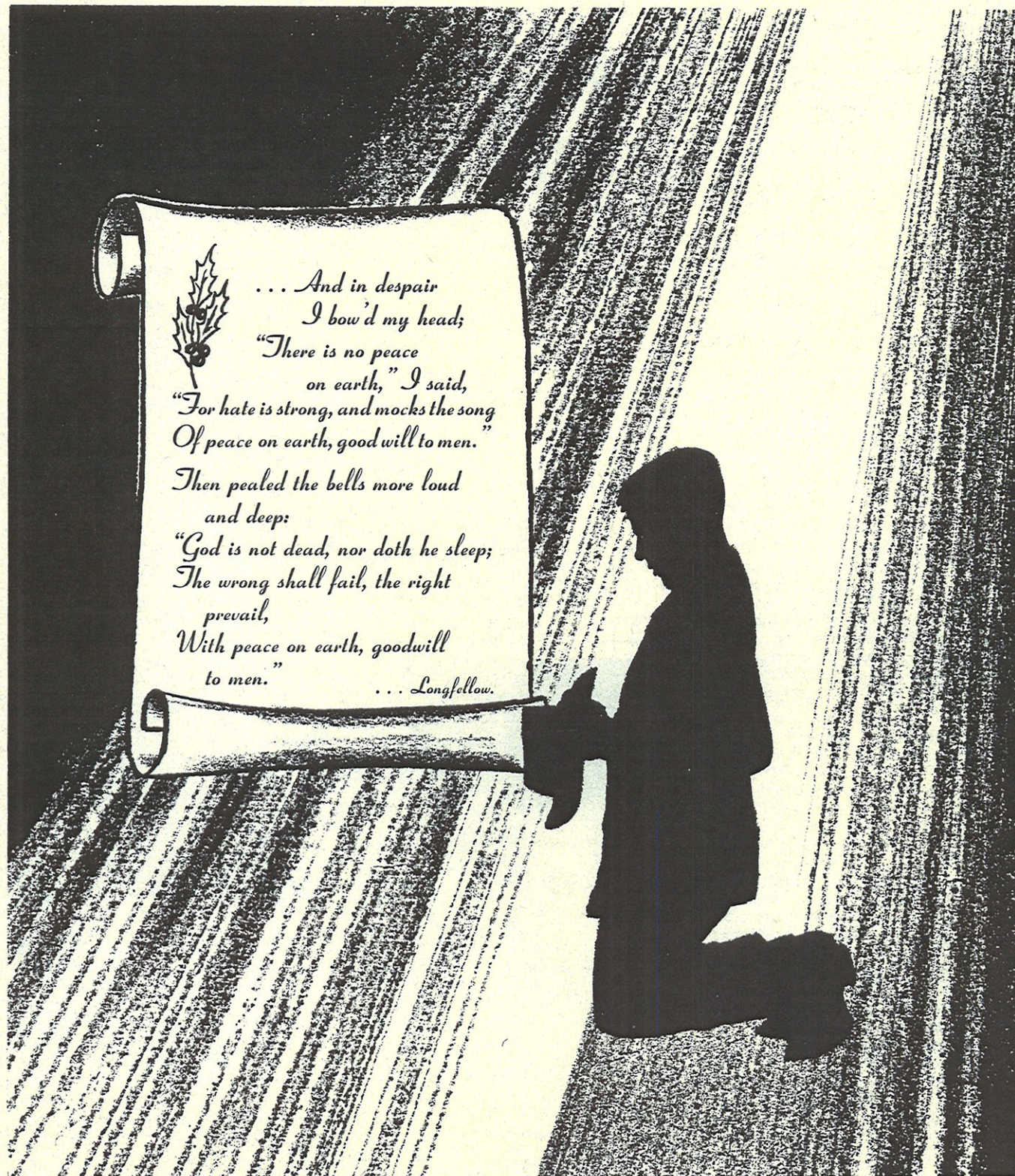
THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION, 180, N.U.P.E., C.L.C.

VOL. II.

VANCOUVER, B.C., DECEMBER, 1961

No. 2



... And in despair
I bow'd my head;
"There is no peace
on earth," I said,
"For hate is strong, and mocks the song
Of peace on earth, good will to men."

Then pealed the bells more loud
and deep:
"God is not dead, nor doth he sleep;
The wrong shall fail, the right
prevail,
With peace on earth, goodwill
to men."

... Longfellow.

FREEDOM: FOR BIG CORPORATIONS? FOR WEALTHY SHAREHOLDERS? OR FOR EVERYONE?

By BILL BLACK

These columns are intrigued with the editorial in *The Province* of November 23, 1961, headed, "How Socialists Are Made."

The editorial states in part: "We have in British Columbia this week a good example of how socialistic convictions are fed and nourished in what is customarily known as our free enterprise society. The Burrard Dry Dock Company has made an extraordinary large cash distribution of accumulated earnings. This distribution, amounting to \$4.8 million, will go to the families of Colonel the Honorable Clarence Wallace and his brother."



The editorial further pointed out that government subsidies and naval contracts have represented the bulk of Burrard's income for most of its corporate life, and this goes back to the First War.

On the face of it, it appears the company has fared well out of public funds. It should be remembered that through taxation, through income tax, the production workers in Canada made heavy contributions to this subsidy.

It is not only the Burrard Shipyard that is bothering us. What about the recent expose of the hierarchy of the B.C. Electric who had eight hundred thousand dollars set aside for severance pay; or the Wenner Gren interests who made \$2.8 million profit, all on promotion and gambling with the natural resources of our province.

Black Ball Ferries are now publicly owned and we, the people, have taken over all their obsolete equipment.

Let no one misunderstand the position of this writer. We favour freedom. We suffer from no illusions. The trade union movement can only operate within the orbit of a free society.

But Madison Avenue, which is responsible for the publicity of the majority of corporations, which is responsible for blackmailing the labour movement, is interested in freedom for one segment of our society; it wants freedom, without controls, to exploit the working class and to exploit our natural resources, all under the guise of free enterprise.

Public ownership is going to be good for the lower echelons of our society but not for the upper echelons. Among public employees, the hospital workers feel the whiplash of this type of egg head reasoning. "Where is the money coming from?", or, "Our economy cannot afford an increase" are heard fre-

quently. Every effort is bent to maintaining the status quo as far as our wage levels are concerned.

One wonders how much education and philosophy was absorbed by some of our management friends when they went to university.

The editorial in *The Province* is very true. The best organizers for the people who support the extreme left are those on the extreme right. They are doing an excellent job.

All one has to do is look at the morality of our free enterprise system. Look at the patronage, the give-aways and the political pay-offs in Eastern Canada. Look at the legal thievery of all the loan sharks and finance companies.

But, let the workers try to improve their standard of living, and we hear another story. At Burrard Dry Dock, not so many months ago, when the employees were requesting an increase in wages, the company strenuously resisted.

Let us try to negotiate a severance pay on the basis of the B.C. Electric or let us try to get a fair return for our labours, and we are pricing ourselves out of the world's markets.

Nothing is said about Parkinson's Law. But, if you read other statistical periodicals, you will find that management is over-staffed. They build empires within empires. In lay-offs, it is production workers who go and not the front

office. All the non-producers have had, and are still having a field day.

Sure, the workers have freedoms. Within our own circles, how often has it been said: "If you don't like working here, then you know what you can do."

Now the big corporate interests want a planned economy—the right to regiment the workers, the right to discipline the workers.

Since we are capable of thinking and capable of using our reasoning power, we are also in favour of a planned economy. But a planned social economy, where human values will be the first consideration and where there will be some equality. We envisage an economy with a proper standard of living, where the workers will be gainfully employed according to their abilities, and where they will receive a fair return for the fruits of their labours.

We have a sneaking suspicion that any controls contemplated by big business will not be aimed at those people who are nothing but status seekers, parasites and non-producers. Without the production worker, this economy could not exist.

Our objective is to make freedom work and to maintain a free way of life. Yes, we will be in favour of controls, but these controls, this regimentation and this discipline will apply across the board. There will be social justice and equality for all the people.



GUESTS OF HONOR at VGH Social last month are Bill and Mary Black, who celebrated their silver wedding anniversary, shown here with W. D. Black (right) of Royal Columbian unit. More than 300 hospital workers from all over the province joined the celebration. The honored couple received a serving set from the provincial executive, and from Okanagan Hospital units an oil painting of Lake Kalamalka.



FAYE EATON



HEATHER UNTERREINER

Teachers of Future Awarded Local 180's Scholarships

Two attractive young ladies who combine brains with a desire to serve their fellow human beings have been awarded Hospital Employees Union Scholarships for 1961.

They are Faye Eaton of Chilliwack and Heather Unterreiner of Vancouver. Both girls plan to become teachers, and both won scholarships valued at \$250.

The scholarships will be awarded annually to sons and daughters of active union members who, in the opinion of the University and the union, are best suited in terms of academic standing.

Faye Eaton is the 20-year-old daughter of Mrs. Mary Eaton, of Valley Haven Nursing Home, Chilliwack unit. In addition to maintaining a good scholastic record throughout 13 years in Chilliwack schools, Faye has taken an active interest in community affairs, and now attends discussion groups in the United Nations Club and International House.

Faye will complete one year at the UBC Faculty of Education, then teach until she can save enough money to return to University and work towards a bachelor of education degree.

Heather Unterreiner is the daughter of Mrs. H. Unterreiner, an active union member employed in the clerical department of VGH.

With the help of her scholarship, and by working Friday nights and Saturdays as a cashier, Heather is financing her first

year at UBC. She is studying education — the field in which she can best work with children — her major interest.

Next year she intends to enrol in the Faculty of Education to obtain a temporary teaching certificate. She will obtain her permanent teaching certificate through supplementary summer school courses.

Heather enjoys reading and sewing. She is a member of the choir at Augustana Lutheran Church, and is devotional secretary of her Young Peoples group.

St. Josephs Staff Express Desire to Join Local

Officers of the Provincial Executive are pleased to announce that the lay employees of St. Joseph's Hospital, in Victoria, B.C., have signified their intention of joining Local 180, Hospital Employees Union.

A series of preliminary meetings were held between Brother Bill Black, Business Manager of Local 180, and the Executive Officers of the St. Joseph's Employees Association. After addressing a special membership meeting of the St. Joseph's Employees Association, Brother Black reported the membership voted unanimously to join the Hospital Employees Union.

There are approximately 400 lay employees at St. Joseph's Hospital who will be eligible for membership. Required steps are being taken to have the Labour Relations Board certify Local 180 as Bargaining Agent for these hospital workers.

We Got Problems — But Not Like Good Old Days

By HUGH DUFF
(Vancouver General Unit)

This is a world of problems, but like the world we live in, they are constantly changing.

The other day I talked to a chap who was worried about the gardening he found necessary to maintain his large house and corner lot. Another fellow lived out in the country, and worried about all the gas he had to buy to drive his Buick into town.

Problems, problems — but as I said — they change.

I well remember a time when we paid \$15 to \$20 a month for two rooms in someone's basement. There were no

tax problems, no gardening worries then. We had no parking problems either because we had no cars.

Instead, each morning, we boarded a street car making sure it would get us to the hospital by 6:25 in order that we would have time to change and have breakfast.

Yes, that was another thing we didn't have to worry about. Breakfast was served in the hospital as was lunch and dinner. The married men rather lost out because they stayed home to eat one meal a day with their wives, but they paid for three meals. In the summer when you went on vacation you still could have your meals at the hospital. You were paying for them anyway.

There were no problems about Statutory Holidays. There were no statutory holidays.

There were no worries about days off either. Of course, if you were on the 7 a.m. to 3 p.m. shift on Saturday you quit at 1 p.m. but started at 1 p.m. on Sunday and worked until 11 p.m. This was in order to give you 24 hours off at a more convenient time.

Nor did we have to worry about income tax in those days. At \$54 a month plus three meals per day you were not in a taxable bracket. No worries about superannuation, no luxury like medical coverage or life insurance.

I wish everyone would think of these things—wages, medical coverage, insurance, sick leave, public holidays, superannuation, our grievance procedure operated through our Shop Stewards, and all the hundred and one benefits we enjoy and take so easily for granted. Not one of these things were given to us. Each and every one had to be fought for, and finally won by your Union.



Vancouver General Hospital Unit Social Committee held a dance Nov. 25 at Canadian Legion Hall. The music: good. The ladies' auxiliary food: tasty. The guests: Local 180 provincial executive. The verdict: a success.

THE HOSPITAL GUARDIAN

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

BROADWAY PRINTERS LTD.

Regional Bargaining Re-examined

In the light of the past year's experience, Local 180 will review most exactly its experiment in regional bargaining.

We entered into certain undertakings with executives of the B.C. Hospitals' Association and we have carried out our commitments to the letter.

We, too, have autonomous units in our organization, but apparently we are much more susceptible to co-operation. It is also obvious that we have a greater appreciation of the fact that the B.C. Hospital Insurance Service is not strictly a local venture, financed by local communities, but a provincial scheme of hospitalization.

We commend the top leaders of the B.C. Hospitals' Association in their efforts to bring about an orderly and realistic approach to bargaining. A great deal of effort has been put forward by the majority of the B.C. Hospital Regional Districts, in conjunction with our organization.

We would be naive to suggest that we didn't have problems and it is apparent that some hospitals are desirous of retaining their own autonomy at the expense of the common interest. They wish to ignore the direction of the B.C. Hospitals' Association in relation to their labour relations policy.

To pursue a policy of isolationism is probably their right under our democracy. If we all adopted this attitude—and this is also our right—then we would have nothing but chaos in the field of labour relations.

In pursuing a policy of rugged individualism, it may be that they feel they can make a better deal or that their community merits extraordinary considerations.

We are thankful for the spirit in which the bulk of our regional negotiations were conducted. The Hospital Employees' Union entered into the spirit of regional bargaining whole heartedly and expended every effort to make it work. We appreciated that this procedure was on trial.

May we suggest that the mavericks are not within the orbit of our Organization.

We further suggest that a conference pertaining to the labour relations policy will have to be held between the respective organizations before we enter into 1963 negotiations. In this way both sides will know, without any equivocation or procrastination, where they are going.

A Theme for Christmas, 1961

"They shall beat their swords into ploughshares, and their spears into pruning-hooks; nations shall not lift up sword against nation, neither shall they learn war anymore. But they shall sit every man under his vine, and under his fig tree; and none shall make them afraid."

— Old Testament

Christmas. Men preach "Peace on Earth, Goodwill towards all men." Men prepare total annihilation of mankind. Men play at war games, and call it civil defense. And this in the twentieth century, 1961 years since the Prince of Peace was born on earth.

Almost two thousand years have passed since His words gave guidance to a bewildered world, and yet even as you read this — millions of human beings are prepared to hurl themselves at each others throats, just as wild animals.

Our newspapers record the words of statesmen representing the world powers, and their messages of hate and avarice, which dull the senses and numb the soul, until the world accepts the horror of war as something normal.

Our churches know of this, and yet do not rise up in horror.

Humanity beholds it, and is not revolted.

But the age-old longing of men and women for a world of sanity and peace and brotherhood may yet come to be.

Yes, in the heart of man, the Black, and the White, and the Yellow, and the Brown man, there is still a fertile place for the seed of Brotherhood.

This Brotherhood will transcend race, religion, color, and creed. A true brotherhood of man, when none shall be afraid, when men will study war no more. A brotherhood at whose head shall be the Prince of Peace. And man, in all honesty, may truly celebrate His day.

An Iron Curtain At V.G.H.

The Vancouver General Hospital produces a publication called *News In General*. It periodically reports what it chooses to call "employee activities."

Apparently, by instruction or intent, there is an iron curtain and the Union which underwrites and promotes all employee activities is never mentioned.

In keeping with the spirit in which we conduct negotiations with the Board of trustees of V.G.H., where our Union is accepted, we wish that this type of thinking gravitated down to those people who produce the *News In General*.

One would assume on reading the magazine that the hospital promoted employee activities. These are entirely the responsibility of the Vancouver General section of the Hospital Employees' Union, Local 180, and its many hard-working committees.

If news items are going to be used regarding these activities, it would be appreciated if they would give credit to the organization and to the people who are responsible for these many worthwhile social ventures.

BEST WISHES TO ALL!

LOCAL 180, HOSPITAL EMPLOYEES UNION

Local 180 Reports Bargaining Progress

Bill Black, negotiating committee spokesman, reports continuing satisfactory progress at the bargaining table.

With the assistance of the Okanagan Regional Negotiating Committee, composed of Albert Tetz, Vernon; I. Epp, Kelowna; Mrs. C. E. McInnes, Kamloops, and Mrs. P. Battiste, Penticton; Brother Black negotiated a new contract for hospitals in the Okanagan Region.

The following hospitals — Royal Inland at Kamloops, Vernon Jubilee, Kelowna General, Queen Victoria at Revelstoke, and Penticton Hospital, signed contracts calling for:

- Wage increases averaging 5 to 8 percent;
- Four weeks annual vacation after 15 years, four weeks after 10 years at Revelstoke;
- Institution of medical plan at Royal Inland, similar to that in effect in hospitals in rest of region;
- Rest periods written into contract;
- A number of other contract improvements.

Brother Syd McDonald, Assistant Business Manager and the Negotiating Committees at Arrow Lakes Hospital, Nakusp, and the Prince George Regional Hospital, report contracts have been signed providing the following terms of settlement:

ARROW LAKES HOSPITAL

- A general 5 per cent increase, plus category adjustments;
- Establishment of a shift differential of 40 cents;

Gifts Mark Retirement Of Eddie Boyes

Brother Eddie Boyes, a member of Local 180 since its inception, and a long time Orderly at Kootenay Lake General Hospital, retired in November.

A party was held in the Hospital Cafeteria by his many friends to celebrate his retirement. Chairman of the Nelson Unit, Russ Cole, presented Brother Boyes with a retirement pin, on behalf of the provincial executive, and a cheque on behalf of the local unit membership.

Other presentations included a transistor radio from the hospital board, a cheque from the nursing staff, and from the employees on the Third Floor South, Brother Boyes received a 'money-filled' wallet, and Mrs. Boyes a bouquet of flowers.

- U.I.C. benefits, if and when approved by B.C.H.I.S.

PRINCE GEORGE HOSPITAL

- A 3 cent increase for last 6 months of 1961, and a further 3 cents increase for 1962;
- An upward revision of certain category rates;
- Four weeks annual vacation after 10 years service;
- U.I.C. benefits, if and when approved by the B.C.H.I.S.

Safety Procedures Established At V.G.H. Meeting

Sound hospital safety procedures must develop from within the hospital.

On this basic premise, members of Hospital Employees Union met with representatives of the nursing staff and officials of Vancouver General Hospital to explore the possibility of instituting a safety committee and implementing a safety program.

Everyone present expressed a sincere interest in accident prevention. It was agreed that accident prevention cannot be achieved by outsiders; it must come from within.

It was felt that all employees should be surrounded by an atmosphere of safety. To effect this, department heads, supervisors, and employees should all have first hand information on safe working procedures and practices.

With the assistance of the Workmen's Compensation Board and Bill Black, business manager of Hospital Employees' Union, a safety committee was formed. It is representative of all employees and the hospital administration.

Union representatives are W. Fedak, maintenance department; P. Forsha, orderly department; J. C. MacGillveray, power plant; and Miss Edith Olson, elevators.



BOB RINTOUL

Rintoul Built Public Employees To Present Size

The arrival in Ottawa of a man from Calgary in April, 1955, attracted little attention. However, Robert P. Rintoul, newly-appointed national director of the National Union of Public Employees, located an office and hired a secretary.

Then—armed with a charter from the Trades and Labour Congress—he set about guiding the growth of the new national union from a membership of approximately 18,000 in 1954, to about 50,000 members in 1961.

Brother Rintoul holds many appointments. He is director of the Religious Labour Council of Canada, a member of the CLC's committee on employment, and alternate member of the Health League of Canada.

He is a former president of the Alberta Federation of Labour and of the Calgary Labour Council. He is a member of the University of Alberta Senate, the Calgary Hospital Board, vice-president of the Calgary Community Chest, and a member of the provincial executive, Alberta Red Cross.

Through Bob Rintoul's efforts, the National Union of Public Employees—Local 180's parent body—is today the largest national union in Canada.

A Quote to Remember

"In our country, even if labour unions are quite widely developed, we ought to realize that our society has not fully accepted the idea of unionization and that too many workers, rural and urban, still do not belong to organizations of their own. This state of things slows down the direct action of unions and especially

prevents them from playing the role which belongs to them, that of helping solve the many complex problems of our economic society."

Excerpt from the Labour Day Message of the Social Action Commission of the Canadian Catholic Conference of Bishops delivered at Ottawa on September 4, 1961.

FOR MEDICAL PLAN

Co-operation Of All Parties Essential

The Provincial Executive is disturbed with the experience and the reports which we are receiving pertaining to the usage of medical plans. In some areas there is a terribly bad experience, where the outlay of money is far in excess of the income.

In the case of C.U. & C., where we operate as one provincial unit we have managed to maintain stability in our premium rates up until the present time.

In the instance of the Vancouver General Hospital, operating within the orbit of Sun Life, and with individual group experience, this has not been so. Premium rates have jumped by 35% in a little better than a six month period. Single coverage is now \$4.80 and married coverage is \$13.30. This includes group life insurance. And the end may not yet be in sight.

We do suggest to our members that they use some self restraint and some self discipline as the tendency is for the cost in all medical plans to spiral. In many instances, it has been easier for workers to use their medical plan for injuries received on the job than to process Workmen's Compensation claims.

The abuses of any medical plan are most difficult to handle. There is not only the misuse and abuse by the recipients of the plan, but also by the doctors, who have the best union in the world and a fee for service basis of payment. Their increased charges have been averaging about 4.5% each year.

Trade Unions are responsible for the establishment of welfare plans. This is beneficial to the workers who cannot afford to be without medical coverage. But, it has also been beneficial to the physicians, who have largely adopted the attitude that these welfare funds are collected for their benefit.

They have no responsibility for the collection. They have no responsibility for the negotiating and they do very little towards policing their own actions and their own membership in relation to abuses.

Doctors will throw up their hands at the very idea of State medicine, but unless they institute controls and are co-operative, they are going to find themselves in the position of assisting to wreck and price out of existence the various welfare plans. The only thing then left would be state medicine.

We suggest to our various units that they do their utmost to police our respective plans. To do this it will require the co-operation of the entire membership of Local 180.



Local 180 delegates to the B.C. Federation of Labour 6th Annual Convention, give solemn consideration to the problems of Nuclear Disarmament being discussed at the time this picture was taken. From left to right—Bill Black, Local 180 Business Manager; Mrs. C. E. McInnes, Kamloops Unit; H. Perkins, Maple Ridge Unit; Alex Paterson, Local 180 Financial Secretary; Les Moore, Langley Unit; W. Fedak, Vancouver General Unit; R. Cole, Nelson Unit; R. Socquet, Kelowna Unit; and C. D. Sim, Royal Columbian Unit, New Westminster.

FAIR WARNING

Hospitals Must Obey Contract

From time to time we read articles suggesting that Labour and Management should get closer together. At the bargaining table we are told that we are just one big happy family, and Management has the interests of the employees at heart.

We negotiate agreements in good faith and we expect them to be administered by the various Department Heads in all institutions in accordance with the spirit in which the Agreements were negotiated.

We hear of sweat shop conditions in the garment industry, but we are getting a little tired of some of the sweat shop conditions in the hospital industry. We are getting a little tired of the evasions and procrastinations used in the administering of the Agreements.

More and more it is being drawn to our attention, in some areas, that workers are pounding for eight, nine, ten and

eleven days without a day off. This is a complete violation of the principle of the forty-hour week and in this age of unemployment, something is seriously amiss.

Again we are told that some Department Heads are ignoring the contract and are calling in the workers in an attempt to arrange schedules in violation of the contract. In our opinion this is improper administration.

If these practices are continued, then this Organization will have to get rough. Apparently, shift scheduling and scheduling of Statutory Holidays are beyond the comprehension and the abilities of some administrative people.

We are not unmindful that there are other Labour Statutes applicable to hospitals. These are being ignored and if there is no improvement and we have to name names and expose the entire situation, then we intend to do so.

POPE JOHN XXIII

"To Live A Truly Human Life"

Pope John XXIII, in his recent encyclical, *Mater et Magistra*, drew to the attention of the world the harsh realities facing working men and women.

He said: "There stands in harsh and offensive contrast to the wants of the great majority, the abundance and unbridled luxury of the privileged few."

"... In the economically developed countries it not rarely happens that while great remuneration is made for the performance of some small task, or one of doubtful value, the diligent and profitable work of whole classes of decent

hard working men received a payment that is too small, insufficient, or in no way corresponding to their contribution to the good of the community . . .

"... We judge it, therefore, to be our duty to reaffirm once again that the remuneration of the work, just as it cannot be left entirely to the laws of the market, so neither can it be fixed arbitrarily. It must be determined according to justice and equity. This requires that workers should be paid a wage which allows them to live a truly human life, and to face up with dignity to their family responsibilities."

CONVENTION DEBATE

B.C. Federation Forges Labour Policy

Trade Union delegates from all over B.C. met last month at the week-long sixth Annual B.C. Federation of Labour Convention held in Vancouver.

Delegates debated vigorously such problems as Labour Unity, Unemployment, Fringe Benefits, Housing for Workers. As there is insufficient space in this Christmas edition of the Guardian for a complete convention report, we are presenting, instead, highlights from some of the speeches.

★ ★ ★

SOCIAL SECURITY

Bob Smeal, B.C. Federation of Labour President: "The workers who have contributed and are contributing so much to building Canada must be assured of comfort, security and peace in their declining years."

★ ★ ★

UNEMPLOYMENT

Russ St. Eloi, Plumbers Union: "Unemployment has brought needless and degrading misery to the unemployed and their families. Low standards of subsistence imposed upon the unemployed and their dependents tends to destroy normal family life; it lowers community standards and denies legitimate opportunities to young people."

★ ★ ★

CREDIT UNIONS

Jim McDonald, National Labour Co-op Committee: "The purchasing power of the worker gives him economic opportunity — the opportunity to obtain house-

hold furnishings at a cheaper rate, to obtain cheaper car insurance, or insurance of all kinds; to finance a home or an automobile; to secure his daily living requirements such as food and clothing, at less cost to himself through participation in worker-owned Co-op's and Credit Unions.

POLITICAL ACTIVITY

Donald McDonald, Secretary, Canadian Labour Congress: "Infamous Bills 42 and 43 are shameful legislation that have no parallel in the western world. Labour is working for a new democracy, a true democracy, a democracy committed to a new Canada, worthy of all its citizens."

JAMES BALLARD OF V.G.H. RETIRES FROM UNION SERVICE

James Ballard — onetime ranch hand, hard rock miner and for more than 20 years a pillar of strength in the Hospital Employees Union—is retiring from union office. Brother Ballard joined the General Hospital unit local 28, the predecessor of local 180, in 1939. Since then, he has held every office at the unit level with the exception of secretary.

When the Hospital Employees received their own charter, Brother Ballard was elected a provincial trustee, a position he held for nine years. He has been chairman of the Vancouver General Unit for the past four years.

Jim Ballard took his elementary education at Laura Secord School in Vancouver, and completed his education at Vancouver Technical School. For 2½ years he worked at a ranch in the South Kamloops region, then worked in the hard rock mining industry in B.C. He returned to the lower mainland in 1935 and worked for four years in the sawmills.

He started at Vancouver General as an orderly, and for the past 15 years has been in the anaesthesiology department.

Brother Ballard's competent counsel and sympathetic understanding will be missed by his many friends in Local 180.



JAMES BALLARD

OUR READERS WRITE:

Golden Rule For Union Members Outlined

Editor, Hospital Guardian:

The Labour movement, with its submissions to Governments has almost legislated itself out of existence. Rather than using our bargaining powers to put protective provisions in our contracts we have preferred to beg the Government to initiate legislation for our protection. This type of backward approach has given us such legislation as Bill 42. Let us look at Bill 42. Contract provisions can protect our checkoff; Political Action? This power is in our hands at the polling booth.

Our organization is one of which we are all justly proud and we should all have our shoulder to the wheel to keep it that way. Let us look back through the History of the Labour movement. Our major gains have not been won

through legislation but through sacrifice and solidarity.

There have been martyrs to the Labour movement and will still be martyrs in the future but if you and I stand shoulder to shoulder, remembering our oath of initiation "Never to harm a brother or sister or see him or her harmed" arbitration cases would not be lost; Union members would not be sacrificed; and we would have accomplished far more than all the Political Action imaginable.

MRS. C. E. McINNES,
Kamloops Unit.

Editor, Hospital Guardian:

I sometimes wonder if the few people in our units who are interested in the Union, and its affairs are not guilty of making it too easy for the others to

say "let George do it." Maybe if the "George's" within the units would refuse to do the necessary work to carry on, others might take over and become better Trade Unionists.

Lets start the New Year right and endeavour to spread the work around to let George take a breather. Send new faces to the Union school in January and maybe we can turn out a few more Union members.

In a few short months our convention will be in full swing, so start thinking and have your resolutions and constitution changes ready.

To all units I extend Christmas and New Years greetings from the Langley Unit.

LES MOORE,
Secretary, Langley Unit

Educational Seminar Set For January

You never stop learning, learning how to do things right, or how to do them wrong.

You learn at home, on the street, in the hospital — but you learn best when you learn consciously, when you are aware that you are learning, and you consciously try to learn what will work best.

Because the basis of good unionism comes from informed and competently equipped union representatives and members, the Provincial Executive is once again extending an opportunity to union members to attend Local 180's third annual Educational Seminar, to be held at the Island Hall Hotel, Parksville, Vancouver Island.

The Seminar will be in session from Monday, January 29, 1962, until Friday, February 2, 1962, inclusive. Lectures will cover parliamentary procedure, responsibilities and duties of shop stewards and contract interpretation.

Students at Local 180 workshops meet together to learn to do all of these things by doing them intelligently and correctly. Doing something over and over unthinkingly and wrong can be disastrous for you and for your union.

Your Local Executive has been fortunate in securing the services of top flight instructors, specialists in trade union problems, who have had the broad trade union experience necessary to impart practical proven methods to others.

Kamloops Unit Rallies to Aid Of Sick Member

Members of the Kamloops Unit have held a rummage sale to raise money to assist a fellow worker to pay specialist fees, incurred prior to the implementation of the Medical Plan instituted this summer.

Aides, Orderlies, workers in Laundry, Dietary, Housekeeping and other departments, all dug deep into their attics and cellars — telephones were kept buzzing — pickups, cars, and trucks worked every spare minute. There was much sorting, cleaning, pressing, pricing.

Through their combined efforts, a tired but happy crew of hospital workers were able to turn more than \$200 over to a fellow member.

THE NOTICE BOARD

Cranbrook ANNUAL XMAS BANQUET
SATURDAY, DEC. 16
7:00 P.M.
STOP & GO INN
MEMBERS and GUESTS
Sponsored by
CRANBROOK UNIT

Children's XMAS PARTY
Knox United Church
Hall
SAPPERTON
MONDAY, DEC. 18
7:30 P.M.
Sponsored by
ROYAL COLUMBIAN UNIT

St. Paul's Christmas Party
SATURDAY, DEC. 16th - 2:00 P.M.
in the
Labour Temple, 307 W. Broadway
MOVIES ★ ENTERTAINMENT ★ SANTA CLAUS
Sponsored by ST. PAUL'S UNIT

Langley XMAS PARTY
FRIDAY, DEC. 15
7:30 p.m.
ELKS HALL
Langley
Sponsored by LANGLEY UNIT

JOINT XMAS BANQUET
THURSDAY, DEC. 14
7:00 p.m.
Can. Legion Hall
MISSION CITY
Sponsored by ABBOTSFORD
AND MISSION UNITS

Xmas Smorgasbord & Dance
FRIDAY, DECEMBER 15
7:30 P.M.
Silver Room . . . HUME HOTEL
Tickets:
\$2.00 Each for Supper & Dance; \$1.50 Couple for Dance Only
Sponsored by NELSON UNIT

VGH CHRISTMAS PARTY
SUNDAY, DECEMBER 17
2:30 P.M. Sharp
CIRCLE THEATRE
1335 Kingsway (at Knight Rd.)
★ ★ ★
Don't Forget to Bring the Youngsters' Tickets to See Santa Claus!
★ ★ ★
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