

THE HOSPITAL GUARDIAN

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

Vol. VII

VANCOUVER, B.C., MAY, 1970

No. 3

HOSPITAL WORKERS STAND TOGETHER

The Day Hospital Workers Showed Their Concern

Members of the Hospital Employees' Union, Registered Nurses, Technicians, and some Doctors gave up their lunch hour and coffee breaks on May 13th at the Royal Columbian Hospital to conduct an Information Picket Line. (See pictures on page 9.) The participants, approximately 500 employees of the Hospital, carried placards which read: "Save the Royal Columbian," "Where Have Hospital Funds Gone?" and "Loffmark Resign!"

Hospital Workers also handed out leaflets and special editions of *The Hospital Guardian*, "Crisis in Hospitals," to people walking down Columbia Street. The confidence and spirit of the Registered Nurses was most evident as they stopped traffic, including large trucks and buses, to hand out copies of *The Guardian*.

Many of the girls also prepared their own signs and student nurses went down to the Pattullo Bridge to hand out *Guardians* as traffic came off the bridge.

To the conservative, it was "active involvement." To the liberal activist, it was a "fighting spirit" against the dictatorial manner and irresponsible attitude toward patient care that the Minister of Health has shown by his recent statements and decisions.

This was not a one-day expression of concern. Rallies are being planned wherein Doctors and Administrators are prepared to speak on the present crisis in patient care.

Groups of hospital workers, including Registered Nurses

have already set up Information Booths at shopping centres and are handing out special editions of *The Guardian*.

Further Information Pickets are planned for other hospitals, including Vancouver General Hospital, where approximately 150 employees will be laid off without Unemployment Insurance during a time of high provincial unemployment. One hundred and fifty employees does not count the people that should be called in for relief, who will also be curtailed!

The Union knows the Hospital administration, doctors, and registered nurses are also concerned about the present crisis in Hospitals and the deteriorating level of patient care!

With the material gathered and published by the Hospital Employees' Union and by the examples of our responsible, combined concern, there are indications that medical societies and the general public are becoming aware of the facts surrounding the deceit and smokescreen of hospital financing and hospital leadership in this province.

Is this "The Good Life," Mr. Loffmark, when hospitals starve while money that has already been paid by the people of British Columbia for adequate hospital facilities and staff is being "diverted" elsewhere?

Don't downgrade the concern of Hospital Workers because it is YOU, and not Patient Care, that HAS TO GO!

**NOT EVEN LOFFMARK CAN HOLD BACK
THE HANDS OF TIME!**



NOT EVEN LOFFMARK CAN HOLD BACK THE HANDS OF TIME!

How They Responded

SOME CONTACT AND RESPONSE FROM POLITICIANS

May 4th Telegram. R. S. McCreedy to all M.P.'s in Ottawa from B.C.; Federal Health Minister Munro; New Westminster M.L.A.; Heads of Provincial Political Parties and Mr. Loffmark:

Health Minister for B.C. instructing staff cuts and curtailing Hospital services. Residents of many B.C. communities have legitimate concern they and their families will be deprived of adequate hospitalization in event of need. Most recent statistics from Federal Health and Welfare Department show B.C. already has lowest staff-patient ratio in Canada. Very substantial contributions Federal Government makes toward B.C. Hospital Insurance generally ignored by Provincial Government and unknown by B.C. residents. Present staff cuts aggravating already critical hospital care situation. Earnestly believe Health Minister Loffmark to be irresponsible in treatment of Royal Columbian Hospital. Effectiveness this Hospital and others seriously endangered unless elected officials of senior Government intervene. Help your constituents save their Hospitals. Suggest Federal Commission investigate Loffmark handling of B.C.H.I.S.

May 12th. Telegram R. S. McCreedy to J. Munro:

The contents of your telegram dated May 12th extremely disappointing to the membership of the Hospital Employees' Union. Your informants claiming only minor affects of Loffmark policies have left you with a false impression. Staff cutbacks are being experienced in almost every hospital in British Columbia. A conservative estimate indicates 350 to 400 part-time and full-time hospital workers will lose their jobs in next several weeks. Hospital employees, physicians, and prominent Hospital Board Members are not being frivolous in their allegations that hospital care standards are suffering because of Loffmark edict. I am forwarding by mail factual information which should initiate the response and consideration we hope you will give to the critical hospital situation in British Columbia.

May 13th. Letter, Dave Barrett, Leader of Opposition to R. S. McCreedy:

Thank you for your excellent telegram dated May 4, 1970. May I extend to you my deep appreciation on behalf of the citizens of British Columbia for the responsible manner in which your Union has brought the serious situation of hospital staff shortages to the public's attention. Your Union has shown more concern for the people of British Columbia than the Minister of Health even understands.

The suggestion that the Federal Government have a Royal Commission to look into the hospital situation in British Columbia is a sensible one. In the United States, the Federal State Cost-sharing programs have minimum Federal standards which must be met. Unfortunately that is not the case in British Columbia. It is to be hoped, however, that the Federal Minister would become concerned enough about this matter to at least make some public statements.

Please inform your membership that as Leader of the Opposition I am prepared to do anything I can to assist you in your fight for better hospitals and better hospital conditions in the Province of British Columbia.

May 6th. Hansard Report: Question asked in House of Commons, Ottawa.

Mrs. Grace MacInnis, Vancouver-Kingsway: I have a question for the Minister for National Health and Welfare, Mr. Speaker. In view of the critical Hospital Care Situation in British Columbia, and in view of the serious charges of mis-management of Federal contributions to the B.C.H.I.S. levelled against the Government of British Columbia by the B.C. Hospital Employees' Union, will the Minister appoint a Federal Commission, or Committee, to inquire into the Hospital Situation in British Columbia?

The answer from the Honourable J. C. Munro, Minister of National Health and Welfare: I shall be pleased to take the matter under consideration, Mr. Speaker.

May 7th. Telegram. Assistant to Tom Goode, Liberal M.P. to R. S. McCreedy.

Mr. Goode is now in British Columbia. In close contact with the Hospital situation. He views with alarm and dismay the apparent indifference of the Provincial Government to the need of citizens for adequate care and has asked me to assure you that he will do everything in his power to see that the present situation is reversed.

May 12th. Telegram J. Munro, Federal Minister of Health to R. S. McCreedy:

Re your Telegram of May 4th. Understand that Province expects Hospitals to meet part of salary increase through increased efficiency along lines of Committee on Costs of Health Service Recommendations.

My Officials have received assurances that such implementation will not impair quality of care provided to Residents of British Columbia.

You will note only approximately 2.5% of Hospital Operating Budget must be off-set by increased efficiency to implement total salary increase award.

Situation of Royal Columbian Hospital complicated by building programme and regional planning. Suggest that this is isolated problem.



WHICH ADVOCATE?

Mr. Loffmark:

Meet but a few "victims" of the hundreds of Hospital Workers affected by your lay-offs!



ROBERT COTTRELL

Purchasing Storekeeper, Cranbrook and District General Hospital.

Married, employee of the Hospital for nearly two years.

Laid-off with 10 work days' notice, which is less than the 20 work days required under the Collective Agreement. The Union secured a Temporary Injunction against the Hospital pending a Ruling from the Department of Labour.

As Legal Counsel for the Hospital stated before the Supreme Court, "the lay-off of the Hospital's Storekeeper, Pharmacist, and Physiotherapist, was necessary under the new austerity directives."

No consideration was given to Seniority Rights and Bob is now on a forced Vacation Leave pending the Ruling from the Department of Labour.

MRS. A. GOLDBACH

Food Supervisor, St. Joseph's Hospital, Dawson Creek.

Married with family. Employee of the Hospital for 10 years.

Hospital contracted-out its Dietary Service. Employee was to lose Pension Rights that she would have been eligible for in June, 1970. Union interceded through legal process and negotiated an agreement so employee would be retained on Hospital Payroll until eligible for pension. After that, there is no guarantee of a job!



MRS. SANDRA TONG

I.V. Nurse, Royal Columbian Hospital.

Married with three children. Has been a Nurse for 11 years, with five years' service at the Royal Columbian. Along with approximately 80 other employees was laid-off without Unemployment Insurance. Mrs. Tong spent approximately 7½ years as a General Duty Nurse prior to specializing in intra-venous techniques.



CARL GUSTAVSSON

Married with two children. Has worked in V.G.H. for 11 years.

Has been given Notice and will be laid-off with no Unemployment Insurance. Will have great difficulty getting job because of labour disputes and high unemployment. No wonder Carl looks concerned. He is not alone — there are approximately 150 employees in the same circumstances laid-off from Vancouver General Hospital without Unemployment Insurance.



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

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GUEST EDITORIAL

We Know What It Means Now

Language to people free of trouble and uninvolved in the valleys and peaks of living is merely a string of words put together badly or well. It is perhaps at best entertainment. But in time of trouble, thoughtful language relevant to the situation, is real and meaningful. It can — and very often is — a comfort in the realization that your situation is not unique. Perhaps, for some of us, the words written of conflicts and dialogue in labor disputes, emphasize how committed mentally and emotionally we are to all working people who have gone through or now face banishment to the street by their employer.

The Ontario Federation of Labor published an editorial, and the ITU Review editor saw it as meaningful to their members and republished it. We understand the meaning of the words. It asks:

WHO WANTS TO STRIKE?

Some people get the idea from headlines and newscasts that union members are just aching to go on strike all of the time. These people forget that good news is no news.

Next time you see men and women walking a picket line, just imagine how frustrated you would have to feel before you would voluntarily give up your pay check, and before you would be willing to tramp around in rain, heat, snow or cold.

Or, if you are one of those people who think that the strikers have been "agitated" to go on strike by some "union leader," just think of the way in which the union treasury — which is really other union members' collective savings — is going to be tapped to provide welfare and other assistance to those on strike.

If the strike takes place in some "essential" service and inconveniences you, don't forget that the strikers and their families use those essential services too. They suffer the same inconvenience plus the extra disadvantages.

The truth is that employees have to be very, very frustrated and quite convinced that their employer isn't treating them fairly before they will voluntarily give up their pay in the hope that, by depriving their employer of some of his earnings, they may get him to take them more seriously. And the truth is that experienced union leaders do everything possible to avoid, rather than encourage, work stoppages.

Our system of free collective bargaining, which asks employers and employees to work out fair wages and working conditions themselves, has protected us from civil disorders which take place where people can't bargain collectively. It is giving more and more people a fair share of our increasing production of goods and services.

The only alternative is complete control of everything and everybody by some all-powerful dictator.

The occasional picket line shows that our collective bargaining system isn't perfect. But like democracy — which isn't perfect either — no one has worked out a better system.

—Reprinted from "The Outsider,"
the Official Publication of
the Striking Pacific Press Employees.

Formal Hearing in June

Formal Complaints Processed Under New Human Rights Act

In 1969, the Provincial Legislature consolidated and rewrote the law related to discrimination and Equal Pay for Equal Work.

A new Act was passed which is designed "for the Promotion and Protection of the Fundamental Rights of the People of British Columbia." The new legislation is the *Human Rights Act*.

Section 4 (1) of the Act states:

"No employer and no person acting on his behalf shall discriminate between his male and female employees by paying a female employee at a rate of pay less than the rate of pay paid to a male employee employed by him for the same work or substantially the same work done in the same establishment."

The Staff Representative for Vancouver General Hospital, Brother Ron Magill, is processing 10 formal complaints under the Act. Ron reports that he has held meetings with the employees concerned, hospital management, and legal counsel in documenting the various complaints of discrimination under the Act. The Hospital has endeavoured to change methods of work and has created new positions, but the substance of the complaints still remains a dispute between the Hospital and the Union.

The Hospital has requested a Formal Hearing before the Human Rights Commission. Government Inspectors have already made their investigations and have submitted their Reports.

Brother Magill has been advised that a Hearing will be held around the 23rd of June.

A great deal of work has gone into the research, documentation, and processing of the complaints.

The experience and results of this Hearing will have great significance upon the Union's intention to process many more known areas of discrimination under the Act.

Local Union to hold Seventh Biennial Convention

They'll be coming from almost every community in the Province.

The 170 men and women who have been selected by their colleagues in 70 B.C. Hospitals, to represent them at their Union's Seventh Biennial Convention will be meeting at the Royal Towers Hotel, New Westminster, B.C.

Convention Committees will be meeting on May 30th and 31st and Proceedings of the Convention are formally opened at 9:00 a.m., Monday, June 1st, with an anticipated adjournment time scheduled for the afternoon of Thursday, June 4th.

The Convention Delegates will be meeting under near-strike conditions in the Province, as many of their colleagues are manning Information Picket Lines at a number of community Hospitals.

Union policy covering Picket Line activity will be one of the more pressing problems to be resolved by the Convention Delegates.

The costs of maintaining increased Per Capita payments to the National Union (C.U.P.E.) is another current problem to confront the Delegates and it is expected to provoke much thoughtful, and possibly heated, debate.

Brother Stan Little has been invited to attend the Convention to place the National Union's position on Per Capita payments before the Convention.

Many sections of the Local Union are proposing the Local Union's Dues Structure be altered to provide additional revenues to the Union's Provincial Office.

Delegates to Conventions sponsored by the Hospital Employees' Union traditionally address themselves not only to their own Organizational problems, but also to the needs of their communities and the General Public.

Units have submitted resolutions for convention action varying from proposed liberalized laws covering abortion; better pensions; improved highway and ferry services, etc., to demanding the provincial government give meaning to its Equal Pay for Equal Work Legislation.

The perennial and urgent proposal that hospital workers be covered under the provisions of the Unemployment Insurance Act will also be placed before the delegates.

Delegates sent to represent Local 180 at other Trade Union conventions will be submitting their reports, and pro-

vincial executive officers will account for their stewardship during the past two years.

The convention will elect a new Provincial Executive Committee to serve the membership for the 1971-72 term.



Shown preparing the material and Kits for Delegates to the Union's Convention are, from left to right: Mrs. Carol Turner, Mrs. Carolyn Chapman, and Mrs. Frances Evans.

Breakthrough Achieved in Grape Workers' Strike

Miss Pamela Smith, who is the local representative for the Grape Workers and is working out of Local 180's provincial office, reported a breakthrough in the five-year-long grape strike in California.

In March 1970, six small grape growers in California, signed contracts with the United Farm Workers. Wages were \$1.75 an hour plus 25c per box. The union, therefore, announced that it will do everything it can to promote the sale of Union grapes.

"The growers who have signed con-

tracts traditionally sell to Eastern U.S. and Canadian cities," states Pamela. "We do not expect to have Union grapes in Vancouver this summer; therefore, the boycott of Safeway and the boycott of grapes must remain strong."

"We wish to thank all trade unionists in British Columbia for the support they have given our boycott. We want to thank especially the Hospital Employees' Union, Local 180, for their contribution of office space, use of machinery, and stationery. Without their assistance, our boycott in British Columbia could not continue."

STANDARDIZING AWARD ON MAINTENANCE - UTILITY EXPECTED SOON

The Chairman of the Standardizing Committee for Maintenance-Utility, Professor Ray Herbert of the Faculty of Law, U.B.C., advised the Union on May 20th that his report has now been completed and is in the hands of the other two members of the committee for their approval and signatures. He apologized for the long delay in the report and stated that his teaching responsibilities and other involvements had caused this inconvenience to both Management and the Union.

Professor Herbert hoped that signed copies of his report would be in the hands of the B.C. Hospitals' Association and the Union before Friday, May 29th, 1970.

Once the Union has received the award, a special edition of The Hospital Guardian will be published similar to the edition published for Male and Female Nursing, outlining the award and the resultant changes to be made in rates of pay for employees in the Maintenance-Utility category.

AROUND THE LOCAL



← Kelowna



→ Lillooet



← Vernon



→ Prince George



↑ ↑ ↑
Fort St. John
Quesnel
Fort St. John

← Dawson Creek



→ Armstrong



← Solarium



→ Penticton

L WITH A CAMERA



← Salmon Arm



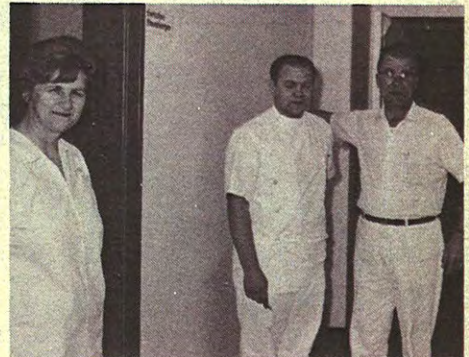
Lytton →



← Invermere



→ Revelstoke



↑ ↑ ↑
Golden
Cranbrook
Abbotsford

← Richmond

Williams Lake →



← Surrey

Okanagan
Educational
Seminar →



LOCAL 180, REGISTERED NURSES AND TECHNICIANS

PICKET FOR PATIENTS

President W. D. Black and Secretary-Business Manager R. S. McCready spent the week of May 11th to 18th speaking at general membership meetings and organizing Information Pickets at the Royal Columbian and Lions Gate Hospitals.

A special edition of *The Guardian*, placing the facts of the Crisis in Hospitals, was published, along with other handout literature.

Further meetings and pickets are planned, or are in progress at Vancouver General, St. Paul's, St. Joseph's (Victoria), and some Interior hospitals.

Below are some of our members considering the problem, making their decision, and then taking action!



The first members of Local 180 to ever picket a Hospital are the Lions Gate Unit members shown above. Approximately 180 members of Lions Gate turned out at a specially-called meeting at which they decided to picket their Hospital on behalf of the general public.



Pictured above are personnel from the Royal Columbian Hospital at meetings to consider the serious effects of Health Minister Loffmark's policies of curtailment. The course of action they have chosen to register their concern and protest is graphically illustrated by the pictures. Shown on the picket line are Physicians, Registered Nurses, Orderlies, Medical Technologists, Plumbers, Physiotherapists, Practical Nurses, Maids, Engineers, and all the other staffs who make up a Hospital.

EXECUTIVE REPORT

By W. D. BLACK, Provincial President

At the Sixth Biennial Convention of Local 180, a resolution was endorsed providing that a Summary of Non-Confidential Business of Provincial Executive Meetings be sent to each Unit Secretary.

To avoid duplication of effort on the part of your Head Office Staff and yet ensure that the activities of your Provincial Executive are being communicated to the membership, a Summary of Executive Activity will be published in each issue of *The Guardian*.

SCHOLARSHIP PROGRAMME

Each year many inquiries are elicited regarding regulations governing the Scholarship Programme. The Provincial Executive, as custodians of the programme, reaffirm that in order to qualify, a Scholarship applicant must be a son or daughter of a Union Member in good standing; must be proceeding from Grade XII to a next higher academic or vocational level leading to a degree or recognized certification.

ALTERNATE CONVENTION SITE

To ensure the Local Union's Convention is not embroiled in a potential strike situation between the Royal Towers Hotel and the Beverage Dispensers' Union, an Executive Committee is making arrangements for alternate convention accommodation.

The Royal Towers Hotel has been advised our Union will not accept any South African products at our convention because of South African apartheid policies and that no U.S. table grapes are to be served at any of our functions.

PRIVATE HOSPITALS

The long-anticipated organizing and servicing programme designed to provide workers in the private hospital sector with an opportunity to better their working conditions and wage levels, is scheduled to start in September. Organizing and servicing personnel for this campaign are expected to be recruited during the summer months (see Ad in this issue of *Guardian*).

TECHNICAL AND PROFESSIONAL HOSPITAL PERSONNEL

Invitations to a number of the Technical and Professional Staff Associations, some of whom already have members actively participating in the Local Union, have resulted in meetings between their provincial officers and representatives from the Local 180 provincial office. These meetings are designed to explore the community of interest that exists between these groups and Local 180. It is expected these series of meetings will lead to an even greater level of participation by the Technical and Professional staffs who are now becoming members of Local 180.

HOSPITAL JOB POSTINGS

The changing attitude of the Provincial Executive regarding the manner in which newly-created jobs are posted and the salary range determined, will be forwarded to the B.C. Hospitals' Association. The Provincial Executive contends that if major wage improvements are secured through either the "anomalies" process, or on new jobs, then the position should be re-posted when the higher pay rates are established.

PROVINCIAL EXECUTIVE MEETING

The next Provincial Executive Meeting is scheduled for May 29, 30 and 31.

Long Hours . . . HARD WORK

The Local Union needs staff representatives to participate in an organizing campaign. Members of Local 180 will be given preference over other applicants.

The project is in the Private Hospital field and the anticipated term of employment is from three to four months, but with one of the positions leading to full-time employment as a permanent staff representative.

The successful applicants must be qualified to service Local Units; be able to initiate and direct organizing activities; experience in drafting, negotiating, and finalizing collective agreements an asset. Applicants should be free to travel as directed and should be at least 25 years of age, male or female; own an automobile, and be prepared to work late hours.

Usual hospital industry fringe benefits; salary, \$700.00 per month to start.

Apply in writing to:

R. S. McCready,
Secretary - Business Manager,
Hospital Employees' Union, Local 180,
538 West Broadway,
Vancouver 9, B.C.

Mark your application "Confidential."
Job Posting closes August 15, 1970.

Les Moore Retires

Les Moore, an active Union member and Engineer of the Langley Memorial Hospital retired on April 23, 1970.

Brother Moore served as the Fraser Valley Representative on the Provincial Executive and was Unit Secretary for over 14 years. Les was also a member of the Provincial Bargaining Committee for many years and was well respected for his sincere concern for the People he represented.

We hope that Les is enjoying his retirement after such a valuable contribution to his fellow Brothers and Sisters in the Union.

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LABOUR'S NOTEBOOK

THE MOST BEAUTIFUL THING IN THE WORLD

"... to rise or fall together"

Eugene Victor Debs, trade unionist and leading exponent of Industrial Democracy, was one of the workers' greatest orators, especially when he was denouncing injustice and cruelty, or when he was preaching the brotherhood of man. This excerpt is from an appeal by Debs to the skilled Railroad Brotherhoods to help the unskilled trackwalkers in their fight against the Great Northern Railway. It is from **ADVERSARY IN THE HOUSE** by Irving Stone.

He rose, began speaking slowly.

"... call them hands." He held two hands in front of him, the fingers arched inwardly, his arms flexed. "It is hands that have built this world, toil of millions of pairs of untiring hands.

"They are despised, these trackmen, but they have no strength, no power, just as we were despised a few years ago, because we were only hands. But now we're more than hands; we're brains and souls, we're people — and why? Because we knew that we all had to rise or fall together. We made sacrifices, we risked our jobs, our homes, our future, with every man standing shoulder to shoulder with his neighbor. This is the most beautiful thing in the world, not only because of the material gains we've earned, but because we've won something without which we are animals and our span on earth is meaningless.

"We fought for brotherhood. That is what makes us men. For every fellow creature we abandon, we cut away from our own stature. If you walk out of this hall tonight, leaving those unfortunate men and their families at the mercy of their employers, you will be closing and freezing your hearts against your companions who need you in their bitter hour. If we destroy brotherhood, what have we left? The food we put in our mouth? The clothes on our back?

"I know you men well. I've shared your food and your bunks in the icy caboose hurtling through the night; I've walked with you through sleetfilled yards when there was no work and your children were hungry. Then you were humble, you were at the mercy of powerful forces with which you could not cope. The trackmen of the West are in that same position tonight; their eyes are turned to you men sitting in this hall, for to them you are all-powerful. If they could pray, they would pray to you, pray that your hearts could be filled with love instead of indifference, with the brotherhood that makes us whole man."

He stopped. His eyes were blurred and he could see nothing of the faces before him. There were several long moments of silence. No one moved. Then a man got up in the front row. Two more at the opposite side of the hall rose to their feet. Men rose from all over the hall now, singly, then in groups. Soon every last man in the hall was on his feet. They were shouting or cheering or crying. Gene could not tell which.

All men are brothers. If only they knew it.

Union Delegates Covered By Compensation

Many years of effort by the B.C. Federation of Labour were rewarded recently when Workmen's Compensation benefits were extended to cover Union delegates to conventions, conferences, and seminars.

In advising the B.C. Federation of Labour of the Compensation Board's new policy, they stated:

"... this is to advise that Union Delegates to Seminars, Conferences, and Conventions will be considered workmen of their respective Union if:

1. they receive payment for attending whether the payment be in the form of a wage or a per diem allowance, and
2. the payment is recorded.

The Union employer is to include the payment in its report to the Board on Form 1810, 'Employers' Payroll Report and Remittance'."

The success of the Federation now means that all Union Delegates will be covered by Workmen's Compensation as long as they are paid wages, or a per diem, of any amount.



Signed, Sealed, And Delivered Collective Agreement for Employees in Merritt

Shown above are W. G. (Bill) Rolfe, the Union's Research Analyst, and Mr. E. C. Sims, Mediation Officer, checking over the signed collective agreement between the Union and Nicola Valley General Hospital in Merritt, B.C. The Hospital did not delegate its bargaining authority over to the B.C. Hospitals' Association, consequently, the Union had to bargain separately with the hospital. The agreement is basically the same as the master provincial agreement and the employees at the hospital are receiving the same wages and conditions as are found in the provincial agreement.