

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION, 180, C.L.C.

Vol. VII

VANCOUVER, B.C., JULY, 1970

No. 4

With Confidence and Determination

Hospital Workers Conclude Convention

Over 160 Delegates, representing approximately 8,500 hospital workers throughout the Province, concluded their 4-day Convention on June 4th at the Royal Towers Hotel, New Westminster, B.C.

During the span of 4 days, the Delegates listened, participated, considered the performance and policies of the organization, and then made some important decisions affecting the Total Membership of the Union.

Many of the decisions and resolutions of the Convention are covered on Page 4 of the Guardian.

In general, the Delegates expressed unanimous confidence in the President, Secretary-Business Manager, Financial Secretary and the various servicing programs undertaken by the Local Union over the past two years.

The Delegates also showed they were prepared to take a Public Stand in opposing the recent cutbacks in staff and service in B.C. Hospitals.

The Convention unanimously endorsed a Resolution introduced by the Provincial Executive which called for the Local Union to continue its fight against recent edicts by the Minister of Health until the Local Union and other organizations are recognized in the decision-making process; until laid off workers are reinstated; and until the higher standards of patient care which preceded the cutback are re-instated.

On one of the days, the entire Convention decided to give up its lunch hour and reconvened at the Vancouver International Airport to welcome home the Premier of the Province

after his three week 'Goodwill Tour' of Expo '70 in Osaka, Japan.

The purpose of the airport meeting was to give the Premier first-hand information of dangerous short-cuts presently being taken in Patient Care and request meetings between the Government, the Union, the R.N.'s, and the Medical Profession to discuss the present critical patient care situation in B.C. hospitals.

It was thought that Mr. Bennett as the Advocate of Goodwill and Mutual Respect, would appreciate the welcome and the opportunity for 'dialogue' (the popular term in government circles).

Much to everyone's dismay, including the Press and the News Media, the Premier refused to talk to anyone but slipped out a back door and onto a waiting airplane for Victoria.

The following day, the Delegates sent a telegram to the Premier expressing their surprise at his decision to turn his back on Hospital Workers and asking that he meet with a Delegation of Hospital Workers at his convenience.

This is but one of many activities at the Union's Seventh Biennial Convention. Delegates to the Convention in closed session also unanimously decided to break the Union's affiliation with the Canadian Union of Public Employees. For a more comprehensive report on this and other Major Resolutions endorsed by the Convention, see the Articles that follow in this Edition of the Hospital Guardian.

Delegates turn out to Welcome Premier



Premier Does Quick Get-Away



At least, Diefenbaker is prepared to listen and share our concern.



Committees arrive early to organize business and welcome delegates . . .

RESOLUTIONS COMMITTEE



Resolutions Discussed



Presenting Committee Recommendations

CONSTITUTIONAL AMENDMENTS COMMITTEE



In Caucus



Before Convention



Enjoying Well Deserved Coffee Break

CREDENTIALS COMMITTEE



In Caucus



Watching Door to Ensure Proper Security and Voting

TABULATING COMMITTEE

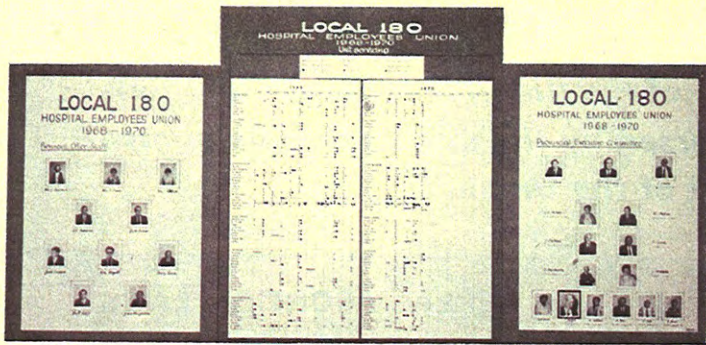


Waiting for Nominations to close so ballots can be distributed

DELEGATES FROM 70 HOSPITALS ARRIVE AND PREPARE TO PARTICIPATE



Delegates consider performance of Union over past two years . . .



Staffing and Servicing



Publications



John Darby —
Financial Report



R. S. McCready —
Business Manager's Report

. . . and then debate recommendations and proposed amendments



J. Murdoch, Trail Unit



I. Laundry, St. Joseph
Unit, Victoria



R. Harrington,
VGH Unit



C. Francis, Lions Gate
Unit, North Vancouver



S. McMahon
Cranbrook Unit



C. McInnes
Kamloops Unit



W. Fedak, VGH Unit



O. Adams, RCH Unit,
New Westminster



J. Ballard, VGH Unit

THE DELEGATES, BY SHOW OF HANDS, DETERMINE FUTURE POLICY OF UNION



All Those in Favour?



Opposed?

Resolutions Endorsed by Delegates

Resolutions covering the following matters were submitted by various units or by the Provincial Executive of the Union . . . These resolutions were debated, amended, and endorsed by the Convention Delegates . . . They represent the future policy of the Union.

DUES AND INITIATION FEES

Effective September 1, 1970, the membership dues will be increased to \$5.00 per month. The Provincial Trustees and Financial Secretary are directed to reduce the membership dues when a revenue surplus of \$200,000 is reached. Commencing in September, the initiation fee will be reduced from \$2.50 to a flat \$1.00 which must be paid by every new member.

★ ★ ★

SUPPORT PRESENT \$1.00 CO-INSURANCE

The Local Union instructed to oppose any increase in the present \$1.00 per day hospital fee in view of surplus monies available to meet hospital operation.

★ ★ ★

OPPOSED TO WAR

The Convention went on record as "being opposed to war as a solution to problems between human beings."

★ ★ ★

REDUCED RETIRING AGE

Delegates called for a Superannuation plan which would provide retirement on full pension at age 55.

★ ★ ★

UNEMPLOYMENT INSURANCE

The Federal Government be asked to make U.I.C. coverage mandatory for all hospital workers.

REPEAL ABORTION LAWS

Resolved that the Hospital Employees' Union, Local 180, support any responsible campaign to modify the abortion laws to make this a private matter between the individual and the family doctor.

★ ★ ★

EQUAL PAY FOR EQUAL WORK

The Local Union to continue pressing for the complete implementation of legislation providing "equal pay for equal work." Local 180 to support not only its own members but also all women workers throughout the Province.

★ ★ ★

ELIMINATE W.C.B. WAITING PERIOD

The provincial government be petitioned to change the Workmen's Compensation Act by eliminating the three day waiting period which is presently not covered by compensation payments.

★ ★ ★

DISAFFILIATION FROM C.U.P.E.

By unanimous vote the delegates voted to disaffiliate from the Canadian Union of Public Employees (see story on Page 7). By the same vote, the Local Union unanimously elected to retain its trade union ties with the Canadian Labour Congress, the B.C. Federation of Labour and the various B.C. Labour Councils.

Convention Also Elects New Executive . . .



W. D. BLACK,
Provincial President



W. FEDAK,
1st Vice-President



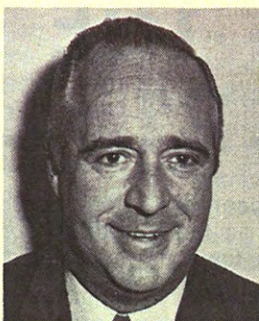
R. MacDonald,
2nd Vice-President



P. O'NEIL,
3rd Vice-President



J. DARBY,
Financial Secretary



R. S. McCREADY,
Secretary-Business Mgr.



P. SEVIN,
Senior Trustee



(Miss) I. LAUNDRY,
Trustee



(Mrs.) G. PARRISH,
Trustee

...Including the Following Regional Executive Members

LOWER MAINLAND:

(Mrs.) F. Gelowitz

Laundry,
St. Mary's Hospital (New Westminster)

FRASER VALLEY:

Wm. Zomers

Orderly,
Mission Memorial Hospital

OKANAGAN:

K. Wight

Tradesman,
Royal Inland Hospital (Kamloops)

KOOTENAYS:

A. MacKay

Tradesman,
Boundary Hospital (Grand Forks)

NORTH:

J. Brick

Orderly,
Bulkley Valley District Hospital (Smithers)

VANCOUVER ISLAND:

J. Crawford

Orderly,
Ladysmith General Hospital

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

BROADWAY PRINTERS LTD.

EDITORIAL

ABOVE THE LAW

By JOHN DARBY, Editor

"Where law ends tyranny begins."

—William Pitt.

It is worthy of note that in recent years the Government of British Columbia brought into being what is known as the Mediation Commission Act. This law was supposedly designed to lessen the tensions which inevitably appear at the bargaining table.

Early in 1970 after several inconclusive bargaining sessions, the Hospital Employees' Union requested the services of a Mediation Commission Officer to aid them in their negotiations with the British Columbia Hospitals' Association.

The result of those negotiations is now a matter of record. The Negotiating Teams representing both parties, agreed to recommend to their respective memberships a settlement which included a wage increase of \$100.00 a month across the board on an Agreement lasting two years.

It is also a matter of record that the members of both Organizations voted to accept the proposed Agreement.

Mr. Ed Sims, the Mediation Officer, had done his job well. Undoubtedly a feeling of relief must have swept through the hospitals of British Columbia. Everyone felt inclined to settle into the even tenor of their ways, when, without warning, the Provincial Minister of Health, Mr. Ralph Loffmark, a member of the Government that had enacted the Mediation Commission Law, decided that he was above the law.

In essence, what he has said to the British Columbia Hospitals' Association is "In good faith, negotiate what you may, but I will only recognize 70% of the increased costs negotiated."

If it is 70% this time it could be 50% the next time, and, if this is so, we then begin to get a clear picture of what Mr. Loffmark has done to the morale of the Hospital Administrators who are charged with the responsibility of negotiating a Collective Agreement with their employees.

In order to foster industrial peace the Provincial Government employs Mediation Commission Officers at salaries ranging from \$8,000.00 to \$20,000.00 per year,

and after they have done their work, the Provincial Minister of Health can quickly and completely nullify it.

Not only this, but by his penny-pinching decrees he has seriously weakened the morale of all people who work in the hospitals of British Columbia. He has brought many hospital employees face to face with the spectre of unemployment through his failure to recognise the Employers portion of Unemployment Insurance as a cost item. Thus deprived of their jobs, and denied Unemployment Insurance, these workers will, inevitably be forced to become a part of the ever increasing Welfare Rolls, which are fast becoming synonymous with the "Good Life" in British Columbia.

In 1969 the Provincial Minister of Health placed a ceiling of \$12,000.00 per annum on the salaries of Hospital Administrative Personnel, and at that time he stated that the reason for this restraint was because there was too great a difference between the wages of the higher paid and the lower paid hospital workers, and the restraint was designed to allow the lower paid workers to close the gap. Now, after only one opportunity to improve their economic lot, he actually denies to the lower paid hospital em-

ployees that which was fairly negotiated at the bargaining table.

Mr. Loffmark must have either an unbelievably short memory, or a mendacious disposition.

At a time when hospital services should be expanding to meet the needs of a growing population, Mr. Loffmark has decided to curtail the capabilities of hospitals even though hospitals are already overburdened by the needs of the present population.

At a time when technological discoveries are having a profound effect not only on hospitals and hospital workers, but upon every citizen of this province, the Honorable Minister of Health decides that this is a good time to institute a miserly policy towards hospitals.

The people of British Columbia not only deserve, but have a right to expect an ever improving standard of health care. They have a right to expect that their Minister of Health will formulate policies with this end in view.

They certainly do not have a need for a Minister of Health who engages in tyrannical and parsimonious policies.

Preliminary Meeting

JOB EVALUATION UNDERWAY

Bill Rolfe, the Union's Research Analyst, has held preliminary discussions with Malcolm Wilkinson of the B.C. Hospitals' Association on establishing a "mutually acceptable" Job Evaluation Program.

This discussions were principally concerned with historical efforts in Job Evaluation and the effect of established Standardized Programs upon future Job Evaluation approaches and techniques.

Mr. Wilkinson was recently hired by the B.C. Hospital Association and has experience in job evaluation with Texaco Canada Limited in Montreal. Malcolm is an Arts Graduate from the University of British Columbia.

Bill Rolfe, the union's representative in job evaluation is a commerce graduate from U.B.C. where he specialized in industrial relations, including job evaluation. Bill's experience in job evaluation was with the Federal Government before he came to the union.

Further meetings are planned, and Bill described the initial meetings as "cordial and informative. But there are many areas that have to be discussed and resolved before the union and the B.C.H.A. can move ahead on any program."

180 Breaks Ties With C.U.P.E.

CONVENTION VOTES TO DISAFFILIATE

A standing ovation from the 163 delegates to Local 180's Seventh Biennial Convention greeted the announcement that they had unanimously voted to disaffiliate from the Canadian Union of Public Employees.

In a surprising display of solidarity, the Delegates unravelled the ties that had bound them to the Parent Body, C.U.P.E., for the past six years.

The architects of C.U.P.E. had built their structure on a foundation of sand.

In their zealotry to build an organization to serve municipal workers, they had failed to recognize the needs and aspirations of at least two very important groups of workers that had contributed their numbers and financial resources to the goal of achieving one national union.

The Hospital Employees' Union, Local 180, in British Columbia, and in Ontario, the Ontario Hydro Employees' Union, Local 1000, were established, self-servicing unions that participated at the merger convention which brought C.U.P.E. into being in 1964.

Local 180 and Local 1000 were provincial unions that did not require servicing, research, or the other functions provided by a national body.

The two Local Unions were financially stable.

The groupings of civic Local Unions, on the other hand, were not structured provincially. There was a minimum of collective action between most of the municipal units. There was no overall economic well-being shared by them.

There was a wide disparity in ability to contribute on the part of some and the needs of others among the component units that formed the Canadian Union of Public Employees. The two provincial unions were in a fortunate financial position inasmuch as they could contribute to rather than draw upon the resources of the national body.

Local 1000 and Local 180 made no demands for service, research, for education, for organization or other cost services.

Differences Overlooked

In the formative days of the Canadian Union, an attempt was made to gloss over the structural differences that existed between the two provincial bodies and the other civic groupings that made up the Canadian Union. A split per capita tax or rebate system was devised and implemented.

On the surface it appeared that every component unit of the national body was treated identically when in fact they were treated differently. The early failure to face up to and recognize the differences that existed between the provincial bodies and the civic groupings have contributed greatly to the conflict that has been growing between the two provincial unions and the rest of the Canadian Union of Public Employees.

To broaden the scope of interest and in recognition of a large but minority grouping of hospital workers in the Canadian Union of Public Employees, Local 180 advanced the proposition approximately five years ago that the Canadian Union of Public Employees should make a determined effort to provide a trade union home for all hospital workers in Canada. It was proposed that the Canadian Union set up a hospital division that would recognize and meet the needs of hospital workers in the same manner that the needs and goals of the civic employees were being met by the Canadian Union. The proposals advanced by Local 180 were overwhelmingly endorsed at several C.U.P.E. conventions. However, no structure was set up in response to ratification.

Four years ago, spokesmen from the Hospital Employees' Union became more demanding in their insistence that the Canadian Union of Public Employees was not adequately meeting the future needs of employees in the health sector.

They expressed concern over what they considered attempts to homogenize the vital but differing characteristics of the two provincial unions who specialized in fields apart from the municipal scene.

Proposed Action Program

Approximately one and a half years ago, the Canadian Union of Public Employees distributed a proposed resume program of growth and servicing plans for the Canadian Union of Public Employees. The financing of the undertaking entitled "Action Program" required substantially larger per capita payments from all segments.

Spokesmen from the national body indicated a reversal of their past policy of recognizing the different structure and function of the two provincial Local Unions.

Provincial Executive Officers of Local 180 were informed by Senior C.U.P.E. Officials that in the future C.U.P.E. would not allow provincial bodies to affiliate with C.U.P.E. as self-sustaining units but that

they would be broken up and assimilated into the C.U.P.E. structure.

The two provincial bodies, already in C.U.P.E., were told they must be willing to give up their identity and function and be more closely integrated into the overall operation of the Canadian Union of Public Employees.

The two provincial locals were also advised they must accept the fact that the rest of the Canadian Union was becoming less and less tolerant of a dual per capita system and that the day must come when Local 180 and Local 1000 would pay the same per capita despite the structural and servicing differences that existed.

The committee set up by Local 180's Provincial Executive was informed that the National Union would not provide the Local Union with the same number of staff or the same services presently being provided for members of Local 180, even if Local 180 was to pay full per capita in the same manner and form that the civic unions were paying per capita.

At the 1968 Convention of the Local Union, an Executive Committee had been instructed to review and discuss the relationship between the Canadian Union of Public Employees and the Local Union.

This Committee held a number of meetings with the Ontario Hydro Workers and C.U.P.E.

Grace Hartman Addresses Convention

To ensure that the position of the Canadian Union would be fairly and adequately outlined prior to any Convention decision on affiliation matters, Sister Grace Hartman, National Secretary-Treasurer of the Canadian Union of

(Continued on Page 12)



GRACE HARTMAN
National Secretary-Treasurer
Canadian Union of Public Employees

Government Turns Its Back

Hospital crisis deteriorates

Patient care in many B.C. hospitals declined even further last week when the staff cuts insisted upon by Health Minister Loffmark were actually put into effect.

Stories of patient neglect directly attributable to staff shortages are becoming more prevalent.

The dedication of hospital personnel is not sufficient to maintain high standards of patient care. Missed lunch breaks, skipped rest periods, reporting for duty early and leaving late on the part of the hospital employee cannot compensate for too few nurses and orderlies and cleaners and technicians.

Patient schedules are disrupted. Many patients must wait for their meals. Too many are missing scheduled treatments. Patient nourishments have been cut back and in some hospitals have been discontinued in specified areas altogether. A number of hospitals have not only complied with the Minister's directive to reduce the number of times that bed linen is changed, but they are now requiring patients to make their own beds. Items such as Kleenex and sanitary supplies must now be purchased by patients in some hospitals.

Cafeteria prices have gone up. The variety and quality of cafeteria meals has gone down. One hospital is now charging hospital employees 5c for a cup of cold tap water and 10c if the employee wants it heated. Sick relief is unavailable and annual vacations are being delayed.

Personnel and Patient Protest

The Union's "protest for patients" campaign is beginning to catch hold. When Loffmark first disclosed his policy of cutbacks and curtailment, several segments of the hospital community responded by

attempting to protect their parochial interests only.

Today, almost every segment, discipline, organized group, management, employee, and patient, are speaking out against Loffmark's hostile action toward the health community. The New Westminster and Vancouver branches of the B.C. Medical Association have publicly deplored hospital cutbacks.

The Registered Nurses' Association, both provincially and at the local hospitals' level have found common ground with the Hospital Employees' Union. The Association has participated publicly by providing speakers at meetings, has purchased newspaper advertisements to tell the story of hospital needs, and is providing information releases to the news media.

Other groups comprising the hospital scene including several Ladies Auxiliary Chapters have participated either on information picket lines or at public meetings.

Politicians Participate

Prime Minister Trudeau stopped a

motor cavalcade he was in two weeks ago to talk to Local 180 pickets. He expressed concern that hospital people would have to resort to picketing to safeguard patients. He asked "Who's Loffmark?" and promised to study a brief presented to him by the Union's picketers.

Being confronted by 200 friendly information pickets seemed to please the Honourable John Diefenbaker, the former Prime Minister of Canada. He was on his way to the Orient and between plane changes in Vancouver, he took advantage of the built-in audience that the Union's pickets provided him. He claimed he was not abreast of hospital conditions in British Columbia but if the Federal Liberals were involved in the situation, he could understand the need for protesting.

Local political figures including M.P.'s Harold Winch, Grace McInnes and Doug Hogarth have asked for a federal inquiry into the B.C. hospital scene.

Government Not Listening

The pleas of the patients, the electorate, the news media, the doctors, nurses, members of 180, and of all concerned peoples continue to fall on the deaf ears of the Provincial Government.

Telegrams to the Premier of the Province and to Health Minister Loffmark asking for meetings have been to no avail. Letters to the Premier of the Province and to Health Minister Loffmark asking that meetings be set up have also failed to produce the requested meetings.

ROYAL COLUMBIAN HOLDS PUBLIC RALLY



1200 CONCERNED PEOPLE LISTEN TO SPEAKERS



REV.
CHRIS JACK
For the Clergy



DR. R. McNEIL
For the
Doctors



MAYOR
MUNI EVERS
For the City



W. D. BLACK
Chairman



MRS. M. ANGUS
For the Nurses



D. HOGARTH
M.P.
For the Fed. Gov.



R. S. McCREADY
For the Union

St. Joseph's In Victoria Pickets For Patients . . .



... And So Does St. Paul's Unit In Vancouver



Vancouver General Unit Pickets On Behalf Of 140 Laid-Off Workers



Convention Delegates Picket Airport And Meet Political Figures



Trudeau Accepts Brief



Premier Peeks Out Porthole



Diefenbaker Addresses Pickets



Pickets Keep Vigil



Bennett Assistant says, "Write Letter."



Who'd of Believed It?



Wm. Vincer, President Local 1000 discusses procedures with W. D. Black, President of Local 180.

Hydro Head visits 180

Bill Vincer, President of the Ontario Hydro Employees' Union, Local 1000, extended fraternal greetings from his 11,000 member union to the delegates at Local 180's Seventh Biennial Convention.

In an extemporaneous address to the convention, Vincer said he felt right at home with 180's delegates. Tracing the parallel growth of Local 180 among hospital workers in B.C. and the similar growth of Local 1000, among Ontario's Hydro workers, he said "our two unions are akin to each other owing to the fact we are specialty locals and are the only two provincial bodies in the Canadian Union of Public Employees.

Referring to recent meetings held jointly between Representatives of Local 1000 and Local 180 with the National Officers of the Canadian Union of Public Employees, he said the officers of the two local unions had come away from the joint talks with a better understanding of the organization needs of the other's membership and a reinforced respect for each other's officers.

Afforded the status of a specially invited fraternal delegate, Brother Vincer was present during the "closed session" of the convention. Upon the conclusion of the debate regarding C.U.P.E. affiliation he said it had been a long time since he had seen such unanimity of purpose and direction as demonstrated by B.C.'s hospital workers.

In his formal address to the convention, Local 1000's president stated "Our two local unions have come a long way in building up the standard of living and work of the people who make up our unions, but we cannot say we have come all the way." We cannot afford to look back for any reason except to draw from the experience of the past to maintain the momentum into the future. We haven't earned the right to look back with a feeling of satisfaction because there is still too much yet to be done.

No Violations in Future

CASTLEGAR HOSPITAL AGREES

Recently, a dispute arose between the Castlegar and District Hospital and the Local Unit regarding the interpretation of Article VI, Section 12 of the Collective Agreement. This provision requires, in part, as follows:

"If a vacancy occurs or a new job is created for which Union personnel reasonably might be expected to be recruited, such a vacancy or job, including the salary range and a summary of the Job Description, shall, before being filled, be posted for a minimum of five (5) calendar days in a manner which gives all employees access to such information."

Although the Hospital posted the vacancy, it was not done so in strict accordance with the Collective Agreement. The posting did not include both the "salary range" and a "summary of the Job Description."

During the processing of the grievance, the Union felt that in order to expedite their case, a request for an officer of the Department of Labour should be made pursuant to the provisions of Section 22, Sub-section 4 of the Labour Relations Act.

While conferring with the Hospital and the Union, the officer of the Department of Labour determined that the hospital had, in fact, violated the Collective Agreement by not complying, in toto, with the provisions of Article VI, Section 12. Consequently, the Hospital agreed that in the future, such a violation of the Collective Agreement would not occur.

From the above, it can be seen that it is not good enough for the Hospital to

post a vacancy or a new job in any manner that it wishes to. Article VI, Section 12 of the Collective Agreement provides definitive guidance.

In order to be consistent with the provisions of the Collective Agreement, all posting must include the "salary range" (this includes the minimum wage rate, the maximum wage rate, and any wage rates that occur in between the minimum and maximum), and a "summary of the Job Description." In addition, such postings must be posted in a manner which gives all employees access to such information for a period of five calendar days.

Is your Hospital violating this provision of the Collective Agreement?

THIS EMPLOYER NEVER SEEMS TO IMPROVE!

Once again, the employees of St. Mary's Hospital, Sechelt, have to go to court to force their employer to honour negotiated wage benefits.

In the March, 1970 edition of *The Guardian*, we reported an award of a Provincial Court of B.C. requiring St. Mary's Hospital to pay an amount of \$120.21, plus costs, into the Small Claims Court, Sechelt, B.C.

The court action, at that time, was undertaken to recover retroactive wages owing a member of the local union.

This time, St. Mary's Hospital, Sechelt, has the unworthy distinction of being the only hospital that has not paid its employees the negotiated 1970-71 Wage Settlement.

After repeated attempts to have this hospital pay its employees the \$50.00 wage increase, which was settled March 3rd, 1970, the union, on June 8th, 1970, through its solicitors, advised the hospital that it was launching a prosecution under the Mediation Commission Act.

The actions of this hospital do little to enhance the otherwise unblemished record of integrity established by the Bargaining Committee of the B.C. Hospitals' Association.

At the Roycolhos Grill

SPARKLING B.C. WATER SERVED IN A GENUINE POLYSTRENE CUP

By Barrie Wall, courtesy of the *New Westminster Columbian*.

The *Columbian Food Guide* recently paid a surprise visit to the best of all known gastronomic utopias — the Roycolhos Grill.

There, under the smiling supervision of genial *matre d'hotel*, Monsieur Ralph, our staff trencherman was tantalized by an array of culinary masterpieces, available only, said Ralph, to "the favored few."

In that benign haze of well being which usually follows an evening of gastronomic excess, the *Columbian gourmet* attempted to recall some of the pleasures he enjoyed.

"The menu reads," he says, "like the bill of fare for a bacchanalian banquet."

For a modest five cents, you can start your eating adventure with sparkling B.C. water, served in a genuine polystyrene cup.

All soups, says the menu, cost 15 cents. But the clam chowder costs 25 cents. (Funny, we always thought clam chowder was soup.)

If you want to impress your guests, you can do no better than savour the "specialite a la maison," M'sieur Ralph's own creation — the hot Bunwich.

This is made to an age old secret recipe, the ingredients of which Ralph would not reveal.

Dessert is very much a matter of personal taste. But how about "Cobblers with whipped cream?" Or maybe, if you're the adventurous kind, a dixie cup with unspecified contents for only eight cents.

All in all, the occasion fulfilled its promise of being "a night to remember."

It's not easy to get into the Roycolhos — reservations must be made at least six months ahead.

Patrons must, Ralph reminds us, provide their own transport to the restaurant.

So go along, let Ralph pamper your taste buds — but a word of warning.

Due to recent staff cuts, service may be a little slower than usual.

(The above items and prices were taken from the Royal *Columbian Hospital* cafeteria menu dated June 1.)

This September

Steward Training Continues

By JACK GEROW — Education Director

The Provincial Union will re-commence its education program in the early fall.

The seminars will provide a Shop Steward's Introduction to a Trade Union.

Clearly, the intent of such a program is to familiarize new members, new shop stewards, and new unit officers with the day to day administration of our trade union and its collective agreement. Such a program includes an introduction to our constitution and by-laws, certain statutes administered by the Department of Labour, parliamentary procedures, grievance procedures, and contract interpretation.

This fall's calendar of seminars will be as follows:

Date	Region	Location
September 26 and 27	Fraser Valley	Chilliwack
October 10 and 11	Northern Region	Prince George
October 24 and 25	North Vanc. Island	Nanaimo
November 7 and 8	South Okanagan	Kelowna
November 21 and 22	East Kootenays	Cranbrook

In addition, in order to provide our key unit officers with an interpretation of the provisions of our new Provincial Master Agreement, a series of seminars concentrating on Contract Analysis will also commence this fall. The first region to receive their seminar will be the Lower Mainland Region. Because of the significant improvements and changes that have been negotiated in our 1970-71 Provincial Master Agreement, it is anticipated that all of the key unit officers throughout the province will want to attend the seminar on Contract Analysis that will be conducted in their region.

Contract Analysis

Later, an announcement will be made to all the units and all of the regions outside of the lower mainland stating the commencement of their seminars on Contract Analysis.

In the meantime, if you are interested in attending one of the Introduction to a Trade Union Seminars as listed in the calendar above, please notify your local unit officers, who, in turn, will notify the provincial office.

In order to ensure that the provisions of our Collective Agreement are lived up to by each individual hospital employer, it is essential that each and every unit participate in both of the programs outlined above. Such participation will strengthen not only the position of the union in terms of collective bargaining but also in terms of the role that it must play in the trade union movement.



Appreciating a break during the Convention proceedings are, from left to right: J. Weisgerber, Staff Rep., Vancouver Island; H. Perkin, Staff Rep., East Kootenays - E. Okanagan; Wm. Rolfe, Research Analyst; Wm. Vincer, President, Local 1000, Ontario Hydro; J. Lawson, Staff Rep., Fraser Valley. Standing: E. Ashmore, Staff Rep., Northern Region.

LABOUR'S NOTEBOOK

THE WOBBLIES IN PATERSON, NEW JERSEY

The Industrial Workers of the World, popularly known as the Wobblies, was not the most effective union organization developed in America, but they certainly were the most colorful. The following is from the autobiography of one of the best-known Wobbly leaders, Bill Haywood.

Paterson, the silk city of America, is built near the mosquito-infested swamp lands of New Jersey. It is a miserable place of factories, dye-houses, silk mills, which are operated by from 20,000 to 25,000 workers. There is not a park in the workers' quarters for the children to play in, no gardens or boulevards where mothers can give their babes a breath of fresh air.

Into this town there had thundered weekly a silk train from the West bringing the raw material from Seattle, where it had been shipped from Japan.

The mammoth Doherty mill, owned chiefly by Japanese capitalists, and the other mills, the dye-houses and the factories were all closed down by a strike.

The workers were on strike for better conditions and to prevent the companies from increasing the number of looms that they should operate. Among these workers, as in Lawrence, were many nationalities — Italians, Syrians, Armenians, French, Germans, Jews from all countries, and many others.

During the strike the mill owners and flag manufacturers attempted a patriotic stunt like that pulled off at Lawrence. Here in Paterson the silk weavers and others who were on strike produced the flag cloth. They allowed the flag sentiment to get a fairly good hold. All the mills were bedecked with flags, some of the stores were decorated with the colors and "patriots" were wearing flags on their lapels. But the strikers were alive to the situation. One day in a big parade every striker and his family wore a flag under which was printed:

**"We weave the flag.
We live under the flag.
We die under the flag.
But damn'd if we'll starve under the flag."**

The patriotic wind raised by the manufacturers soon died down. The big flags that were flapping in the wind and rain were removed and the flagwaving became a mere incident of the strike.

CONVENTION VOTES TO DISAFFILIATE

(Continued from Page 7)

Public Employees was afforded the opportunity to address the Convention.

Sister Hartman spent just under an hour outlining the policy of the National Union respecting provincial unions and the desire of C.U.P.E. to have Local 180 continue its affiliation.

Disaffiliation Debated

A number of units had submitted resolutions calling for disaffiliation from C.U.P.E.

An alternate resolution incorporating an expressed desire to stay with the trade union movement despite the disaffiliation move was submitted by the Constitutional Amendments Committee.

During the debate it was disclosed that in the slightly more than five years that Local 180 had been a participating member, the financial contribution by B.C.'s hospital workers to the Canadian Union of Public Employees amounted to a quarter of a million dollars.

We had asked for no services during this period of time because C.U.P.E. was not in a position to provide service.

We received no service.

We made our contribution and we had made it without complaint.

But now the Local Union was confronted with a gross, per capita — defence fund payment, which had increased from 70c per member per month prior to the Convention to approximately \$1.10 - \$1.15 per member per month with potentially higher payments in the future.

Coupled with the increase in costs was the insistence the local union submerge its identity and interests in favor of C.U.P.E.

Debate Spanned Two Days

The consequences to Local 180 and to the Canadian Union of Public Employees of disaffiliation moves were thoroughly considered before the delegates made their final decision.

The decision to sever ties with C.U.P.E. was made, but it was not made with malice.

We wish our trade union friends and colleagues in the Canadian Union of Public Employees well.

The national body obviously meets the needs of civic employees; unfortunately it appears that the zealotry of the dominant civic group in building an organization to meet their designs overlooked and jeopardized the goals and organizational needs peculiar to such specialty Locals as the Hospital Employees' Union.

B.C.'s hospital employees have given up the role of servant in the house of C.U.P.E. in order to be master in their own.