

TRAINEE PROGRAM UNDERWAY

Reference was made in our last issue to a new approach in the training of Trade Union Representatives, and we are pleased to say that this is now about to commence.

Listed below, with some personal comments, are the three successful Staff Trainees, who will be given a very intensive nine month training period. The

course will consist of practical day to day Trade Unionism, not in the class room but in the field. In company with qualified personnel they will take part in service to our Units, in organizing new Units, dealing with grievances, attending Boards of Arbitration and participating in the thousand and one duties of our representatives.

On the academic side, they will have the advantage of training in research and economics as taught by our Universities. It is hoped by a continuing program such as this to be able to provide sufficient staff capable of handling the constant and rapid growth of our organization.

ED ASHMORE

It would appear that Local 180 will be using nautical terminology if we get many more Navy men. Brother Ed Ashmore, who hails from the Stampede City (Calgary, Alberta), is also a former member of the R.C.N. and served throughout the war on the high seas.

A member of the Union for the past seven years Ed has been consistently active and is very enthusiastic about the opportunity to work with Local 180 Staff.

Bro. Ashmore has served several terms on the bargaining committees, and was a member of the compact committee for the 1968, 1969 Provincial Bargaining which resulted in our first Provincial Standard Agreement.

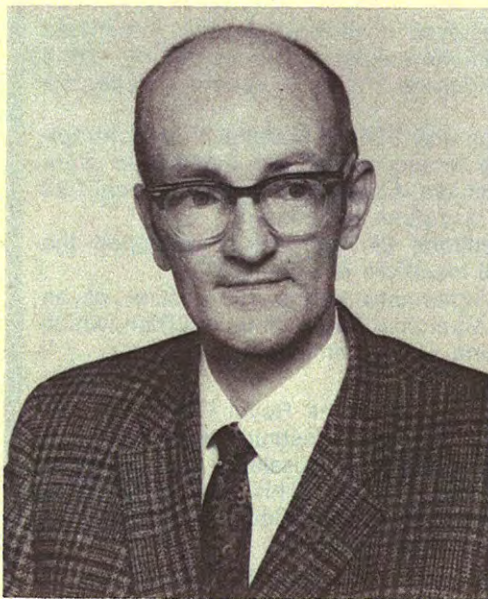
He was for many years Chairman of the Surrey Unit. He is at present a Trustee of the Provincial Executive.



ED ASHMORE

GORDON MacPHERSON

A native of British Columbia, Gordon was born in the Royal City, New Westminster. For fifteen years Brother MacPherson has been the Morgue Attendant at St. Joseph's Hospital in Victoria. Gordon met his wife, Elisabeth, at St. Joseph's Hospital and they now have 12-year-old twins, a son and a daughter. Gordon has an established record of activity in the Trade Union and political life of his chosen community, Victoria. He is the past Secretary of St. Joseph's



GORDON MacPHERSON

Unit and currently holds the office of Provincial 3rd Vice-President of Local 180 and is the Chairman of the Victoria and District Labour Council's Educational Committee. Gordon has been a delegate to not only 180's Conventions, but also the Conventions of the B.C. Federation of Labour and the Religion-Labour Council.

HENRY PERKIN

Henry was born on a farm in Tavistock, Devonshire, England. He completed Grade XII in the British Grammar School system. During the war, Henry was an Able Seaman aspiring to be an Admiral;



HENRY PERKIN

he served on the Cruisers H.M.S. Wellington and H.M.S. Colombo where he was a Number One Anti-Aircraft Gunner. In 1952, Brother Perkin, his wife Janet, and their two sons, George and Bruce, came to Canada, settling first in Prince George, later coming to Haney. In 1958 Henry was employed by the Maple Ridge Hospital. His present position at the Hospital is that of Purchasing Storekeeper. He has held the office of Chairman of his Unit for nine and a half of the eleven years that the Union has been affiliated to Local 180. Henry has been active on Local, Regional, Inter-Regional and Provincial Bargaining Committees. He was the Fraser Valley Regional Representative in 1962 and is presently a Trustee on the Provincial Executive.

All submissions and correspondence to be sent to:

JOHN DARBY, Financial Secretary

538 West Broadway

Vancouver 9, B.C.

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

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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.

Permanent Appointment

On March 14 and 15, the Provincial Executive met in Vancouver.

They ratified the selection of Brother John Weisgerber of St. Paul's Unit as the successful applicant for Job Posting No. 5, Staff Representative.

Brother Weisgerber has been assigned as the Servicing Representative for all Okanagan Region Hospitals, and the Lions Gate, Surrey Memorial, and White Rock Units on the Lower Mainland.

Seminars

The first in a series of Regional Educational Seminars have been successfully concluded. A further series of Seminars, this time directed at training new Officers, Stewards and Committee Personnel, is planned for the late spring and early summer months. This new program will cover four primary areas of activity: trade union history, function and responsibilities of stewards, parliamentary procedures, contract analysis.

Organizing

Bargaining Certification has been received covering the newly organized Unit at Terrace, B.C. and the Union's jurisdiction expanded to include the office staff at Kamloops. Negotiations will be underway shortly to secure a Collective Agreement for these workers.

When moves to prevent the Cranbrook and District Hospital from contracting out its housekeeping services were unsuccessful, the employees were organized into Local 180. The first Collective Agreement between Local 180 and other than a hospital employer has now been negotiated.

Modern Cleaners, a division of Dustbane Limited, has now signed the Provincial Master Agreement covering all members of Local 180.

The only variation to the Master Agreement is the substitution of an "equally beneficial" Pension Plan for the Municipal Superannuation Plan, which only covers employees of non-profit making service employers.

Labour Council Affiliations

The Executive has authorized the affiliation of the Royal Columbian, St. Mary's, Surrey and White Rock Units to the New Westminster and District Labour Council, and the affiliation of the Grand Forks, Rossland, and Castlegar Units to the Trail-Nelson and District Labour Council. This now brings to a total of 29 Hospital Employee Units affiliated to Labour Councils.

Dawson Creek Problem

St. Joseph General Hospital at Dawson Creek is still balking at the inclusion of the picket line clause in their Agreement.

All other organized hospitals in the Province have this clause in their Agreement. The Provincial Executive is prepared to conduct a strike vote, if necessary, to get this contract dispute resolved.

Wage Policy Conference

The Provincial Executive is making preparations for a Wage Policy Conference to be held in the middle of September. As soon as final arrangements have been completed, a convention call notifying each Unit of the number of delegates they are entitled to and the mechanisms for forwarding proposed contract and wage changes, will be outlined.

As we all know, the Provincial Government is at this time sitting in Victoria. One piece of Legislation that is up for consideration is Bill 30, "An Act for the promotion and protection of the fundamental rights of the people of British Columbia." This Act will be referred to as the *Human Rights Act*. To date, this Act has received its second reading. In general, all Sections of the Act are of importance to the membership of Local 180. However, Section 6 deserves immediate comment. This particular Section states:

No trade Union shall exclude from membership or expel or suspend any person or member, or discriminate against any person or member,

- (a) because of his race, religion, sex, colour, nationality, ancestry, or place of origin; or
- (b) because of his age, if the person has attained the age of forty-five years and has not attained the age of sixty-five years; or
- (c) because the person or member has made a complaint under this Act or has testified, or is believed to be about to testify, in any proceedings relative to the enforcement of this Act.

It is clear that as far as Local 180 of the Hospital Employees' Union is concerned, this particular Section of the *Human Rights Act* is redundant legislation. At no time in the history of Local 180 in the Province of British Columbia, our only sphere of organization, has any form of discrimination been practiced. In addition, Local 180 knows of no trade union in this Province that has practiced such discrimination.

It is the experience of our Union that all people, from all walks of life are welcomed with all sincerity as a brother or as a sister. The resultant diversity of our membership has contributed unquestionably to the growth and progress of our organization.

It will never be said that the organization of Local 180 is bigoted—it will never be said that Local 180 does not practice what it preaches.

Let all others make the same pronouncement.

NORTHERN UNITS HOLD EDUCATIONAL SEMINAR

February 1st and 2nd found delegates from Fort St. John, Quesnel, Dawson Creek and Prince George gathered together in Prince George to attend an Educational Seminar. This Seminar, like those conducted in the other Regions of the Province near the close of 1968, was concerned with analyzing the provisions of the current Collective Agreement.

Your Provincial Executive and your Secretary Business Manager, Bro. R. S. McCready, are jointly charged with the

responsibility of administering our Collective Agreement on a day-to-day basis. Of necessity, such a responsibility requires the involvement of Key Members at the Unit level. Effectiveness is only attained when these Key Members are proficient in identifying and processing grievances, at the initial steps. Our Educational Programme is designed to meet this requirement.

Brother Gerow, who conducted the Northern Region's Educational Seminar with the assistance of Bro. Lawson (Nor-

thern Regional Staff Representative) feels that the enthusiastic participation of the delegates at their Seminar will result in the kind of involvement at the Unit level that is required for an efficient administration of the Collective Agreement.

It is re-assuring to all of us to find that this enthusiasm was present at each and every Regional Educational Seminar conducted in the Province since last November.



SILENCE: STUDENTS AT WORK

(ABOVE)



BRO. J. LAWSON ASSISTS AS CO-CHAIRMAN AIDED BY SISTER EVA MAE JONES

(ABOVE)

(BELOW)

STUDENTS ENJOY A HEARTY LUNCH AT THE "INN OF THE NORTH" PRINCE GEORGE, B.C.



LABOUR'S NOTEBOOK

"WHAT WOULD JESUS DO? . . ."

During the 1929 strike of cotton textile workers in Marion, N. C., six workers were killed on the picket-line by militia who were assigned to preserve "law and order." All of the workers were shot in the back while running away from gunfire. This is the story of the morning of the funeral as told by Tom Tippet in his book, **WHEN SOUTHERN LABOR STIRS**.

On Friday morning, October 4, the murdered strikers were buried. There was a mass funeral on the lot where the strike had been carried on for two short summer months. The only change in the place was the addition of wooden frames built by the strikers, on which the caskets rested in front of the speakers' stand. From daybreak the mill workers had been bringing flowers from their yards and the nearby hills. The speakers' stand and the whole ground surrounding it was a mass of blossoms. The October weather had dressed the "land of the sky" in glowing colors . . .

A huge crowd swelled into the village as news cameramen caught the pathetic sight for all America to see. Marion's upper class remained aloof, a little shocked and inarticulate. No minister from the town had gone into the mill homes to offer Christian consolation. No minister from the whole section of the country, though many had been asked, would come to dedicate the bodies to the God in whom all the victims sincerely believed. James Myers of the Federal Council of Churches of Christ in America spoke instead of a churchman from the South.

An old mountain preacher, moved by sorrow stepped forth. Unsophisticated and untrammelled by the mill influence, he fitted logically into the tragic human drama. Dropping to his knees and extending his long arms outward, he began to pray:

"O Lord Jesus Christ, here are men in their coffins, blood of my blood, bone of my bone. I trust, O God, that these friends will go to a place better than this mill village or any other place in Carolina.

"O God, we know we are not in high society, but we know Jesus Christ loves us. The poor people have their rights too. For the work we do in this world is this what we get if we demand our rights? Jesus Christ, your Son, O God, was a working man. If He were to pass under these trees today, He would see these cold bodies lying here before us.

"O God, mend the broken hearts of these loved ones left behind. Dear God, do feed their children. Drive selfishness and cruelty out of your world. May these weeping wives and little children have a strong arm to lean on. Dear God—what would Jesus do if He were to come to Carolina?"

EDITOR'S NOTE: There have been many colourful chapters written about the growth of the trade union movement. In this new and permanent column of The Guardian, we will publish anecdotes and vignettes of the human side of that growth. Your comments and contributions will be welcome.

POSTAL RATES RUINOUS

At meetings held under the sponsorship of the B.C. Federation of Labour, Representatives of Trade Unions, Co-operative and Business Publications, as well as Representatives of the Printing Industry have discussed the effects of the new postal rate increases.

On April 1st, over 5,000 Labour, Church, Co-operative and Business Publications across Canada faced the bleak prospect of paying a staggering 400 to 500 percent increase in postal rates or go out of business.

This has resulted from the new Postal Act Regulations which exclude non-profit publications from obtaining second class mailing privileges.

A B.C. Printing House Representative, after perusing the Regulations, stated that it would take a Philadelphia Lawyer to understand them and was informed by a customer that his head office was in Philadelphia and their lawyers were just as much in the dark.

A number of non-profit publications have already indicated they may have to cease publications; they include: The Anglican News, The Clerks' Chatter, The Co-Operator, The Labour Statesman, UBC Reports, The Transmitter.

Publications considering reducing the number of issues per year are: The Barker, The Enterprise, The Fisherman, The Lumberworker, The B.C. Motorist, On the Level, Postal Worker.

Because Local 180 distributes copies of its Guardian at the Unit-level rather than through the mail, we are not as seriously affected as some of our colleagues in the Trade Union movement.

The Vancouver Local of the I.W.A. which produces the "Barker" claims their mail bill will rise from \$3,000 per annum to over \$15,000 yearly.

Other Unions are similarly affected, with the "Canadian Transmitter" publication of the C.B.R.T. claiming their postal rates will increase by 269%.

These publications are the only effective means organizations have of communicating with their members. No other media has or can serve the purpose as well. To deny them this by exorbitantly raising mailing costs is to deny them their democratic right of free expression.

If the government is so anxious to bring in more revenue for the postal department, it could well start by removing the favoured postal rates given to Time magazine and Readers' Digest. It could also give the department the \$800,000 yearly subsidy it now pays these magazines.

Continued on Page 12

THE GRAPES OF WRATH

Pesticides Poison Pickers

Francisco Mendoza is 45 years old and picks grapes here in the vineyards of California's lush San Joaquin valley to support his eleven children. He recently told the Kern County Superior Court this story:

"Every summer when I'm involved in the harvest, I get sick due to the pesticides. I get pains in my stomach, I throw up and I get headaches. Sometimes I get chills and have itching sensations over my entire body. My eyesight has been getting steadily worse but when I work in the field my vision gets very bad."

Mendoza's account illustrates a new issue that has arisen in the continuing and bitter struggle here between the farmworkers and the grapegrowers: the possibly harmful effects of pesticides.

For four long years the United Farm Workers Organizing Committee have processed a strike and boycott against growers of table grapes who refuse to negotiate contracts with the Union.

When farmworkers began to discover the pesticide problem, they thought of setting up a special clinic to deal with it, according to their general counsel, Jerome Cohen.

Cohen asked the Kern County Agricultural Commissioner, C. Seldon Morley, for his records on how and where pesticides were used in the County. Morley refused and several pesticide companies sought permanent injunctions prohibiting the Commissioner from giving out the information.

Cohen, a twenty-seven year old graduate of the University of California Law School, intervened in the suit, asking the court to release the records. The case is now before Superior Court Judge George A. Brown for a decision.

The farmworkers contend that the records are essential for the treatment of afflicted workers. They also think that the records might disclose improprieties that could then provide grounds for lawsuits against the growers.

The Court hearings disclosed that ninety-five victims of pesticide poisoning filed for workmen's compensation benefits in 1967. David Averbuck, a lawyer for the Union, said the figure was "only the tip of the iceberg."

Many cases of poisoning are not reported, Averbuck said, and many workmen mistake pesticide poisoning for other illnesses.

Some Progress

A number of wine and raisin grape growers have entered into union contracts with the U.F.W.O.C.

The overall effect of the almost four years' struggle of the U.F.W.O.C. has been to definitely improve the lot of the workers on the organized farms as well as (though to a lesser extent) those on the still unorganized nonunionized ones.

This improvement applies to wages, living conditions, general health care and stability and security of employment.

Workers Exploited

These migratory workers have been viciously exploited in the past and it is only through your continued boycott of Californian grown grapes that they have the opportunity of bettering their conditions.

John Steinbeck tells the story of the plight of California's migratory farmworkers in his great novel, THE GRAPES OF WRATH.

In this excerpt, Tom Joad, newly arrived in California, learns the facts of migratory life.

Tom said, "Back home some fellas come through with han' bills — orange ones. Says they need lots of people out here to work the crops."

The young man laughed, "They say they's three hundred thousan' us folks here an' I bet ever' damn fam'ly seen them han' bills."

"Yeah, but if they don't need folks, what'd they go to the trouble puttin' them things out for?"

"Look," the young man said, "s'pose you got a job a work an' there's jus' one fella wants the job. You got to pay 'im what he asks. But s'pose they see a hundred men . . . s'pose them men got kids . . . s'pose a lousy dime will buy a boxa mush for them kids. S'pose a nickle'll buy at least somepin' for them kids. An you got a hundred men. Jus' offer them a nickle — why they'll kill each other fightin' for that nickle . . . that's why them han' bills was out. You can print a hell of a lot of han' bills with what ya save payin' fifteen cents an hour for fiel' work."

Tom insisted, "Christ Almighty, with all this stuff a-grown; orchards, grapes, vegetables — I seen it. They got to have men . . ."

The young man squatted on his heels. "I'll tell ya," he said quietly. "They's a big son-of-a-bitch of a peach orchard I worked in. Takes nine men all the year roun' . . . takes three thousand men for two weeks when them peaches is ripe. Got to have 'em or the peaches'll rot. So what do they do? They send out han' bills all over hell. They need three thousan' and they get six thousan' . . . If yo don't wanta take what they pay, goddam it, they's a thousand men waitin' for your job. So ya pick, an' ya pick an' then she's done . . . There ain't another damn thing in that part a the country to do."

Tom says angrily, ". . . s'pose them people got together an' says, 'let 'em rot,' wouldn't be long 'fore the price went up, by God."

The young man grinned, "Look, if the folks gets together, they's a leader — got to be — fella that does the talkin'. Well, first time this fello opens his mouth they grab 'im an' stick 'im in jail. An' if they's another leader pops up, why they stick 'im in jail."

Tom said, "Well, a fella eats in jail anyways."

"His kids don't . . . an' here's another thing. Ever hear of the blacklist? They take your pitcher and they send it all over. Then you can't get work anywhere. An' if you got kids . . ."

ARBITRATION BOARD FINDS HOSPITAL VIOLATED CONTRACT

On January 8th, 1969, H.E.U., Local 180, proceeded to a Board of Arbitration on the subject of postings within the Royal Columbian Hospital.

The dispute was due to the Hospital's failure to post what they considered to be temporary jobs in the position of (a) painter and (b) carpenter. Grievances were filed by two of our members and processed through the grievance procedure. The Board agreed with Local 180 that the Hospital had violated Article VI, Section 12, by not posting the temporary openings of painter and carpenter.

Thus a very important principle has been established once and for all, that ALL hospitals are required to post 'all vacancies or new jobs for which Union personnel might reasonably be expected to be recruited', whether full time, part time or temporary.

All members and especially Shop Stewards should take note that if the Union is given a proper grievance, and that grievance has been processed through each step laid out in the Collective Agreement, the Union will be prepared to take it to Arbitration with an excellent chance of winning.

Those of you who have attended seminars recently or intend to in the next series, will notice the stress that your instructors will put on, first of all, abiding by the contract, conscientiously fulfilling your responsibilities; secondly, if you do get into difficulties, make sure that you take each step of the grievance procedure in correct sequence and be sure that you provide all the facts. Only in this way can your Shop Stewards and Staff Representatives guarantee that you will have the best possible chance of winning out.

INTRODUCING MRS. C. E. McINNES . . .



SISTER CECILIA McINNES

Sister Cecilia Edith McInnes was born in London, England, on June 3, 1908. As a child, Sister McInnes emigrated to Canada. Kamloops, where she resides today, was her first Canadian home.

A small country schoolhouse, known as the 'Savona Road School,' some 20 miles from Kamloops, was where Sister McInnes received her pre-high school education. Later, Sister McInnes attended the Kamloops High School. She continued her education there until she received her senior matriculation.

Sister McInnes, her husband and three children, two married sons and a married daughter, have been exposed to the Organized Trade Union Movement for quite some time. Sister McInnes commenced work at the Royal Inland Hospital in the Dietary Department on February 9, 1947. Two years later, she was one of the Charter Members of the Royal Inland Hospital Employees' Association — the first attempt at that hospital to be organized as a trade union. In 1951, the Association transferred its bargaining authority to Local 180. Four years later, in 1955, Sister McInnes was elected to the position of Unit Secretary. She has been re-elected to this position continually since that time.

The active involvement of Sister McInnes as the Unit Secretary did not prevent her from committing herself even further to the organized trade union movement. When the Kamloops Unit of the Hospital Employees' Union, affiliated with the Kamloops and District Labour Council, Sister McInnes was elected by her fellow Unit members to be a delegate on that Council. In short order, she was nominated and subsequently elected to be the Secretary-Treasurer of the Kamloops and District Labour Council. She held this position for 11 consecutive years, resigning in 1967.

Not only has Sister McInnes found time to perform the never-ending duties and responsibilities of a Unit Secretary and Secretary-Treasurer of the Labour Council, but also has found time to participate in the Provincial Executive. Her first experience with the Provincial Executive was as an alternate member filling the vacancy of the 3rd vice-president for a number of years. At the biennial convention of 1968, Sister McInnes was elected as 1st vice-president.

Sister McInnes has been a delegate to conventions conducted by the B.C. Federation of Labour, the Canadian Union of Public Employees and the Canadian Labour Congress. In some cases, she was a delegate from Local 180. In other cases, she was a delegate from the Kamloops and District Labour Council.

The Salmon Arm Hospital workers, the Merritt Hospital workers and the Kamloops Clerical Workers were organized with the instrumental assistance of our indefatigable Sister McInnes.

"Mac's" devotion to "those who toil to live" is being carried on traditionally by one of her sons who is now the Secretary-Treasurer of the Kamloops and District Labour Council and her daughter who is a long time member of the IWA.

In general, the organized trade union movement must pay tribute to such devoted people as Sister McInnes. In particular, Local 180 recognizes and is dependent upon such a contribution and continues to look forward to the leadership of fellow members and officers like Sister Cecilia McInnes.

ISLAND REPRESENTATIVE REAL LION HUNTER

The Provincial Executive can now lay claim to having as a Sister member a bonafide lion hunter. Mrs. Sybil Hollobon, Chairman of the Duncan Unit for the last three years, Shop Steward for eight years, and active in the Union since 1952, is now the Vancouver Island Representative on the Provincial Executive.

Sybil was born in South Wales, served in the Armed Forces during World War 2, married, engaged in the dairy business, emigrated to Canada where her husband engaged in dairy farming until his retirement last year.

Travel is listed as Sybil's favourite hobby and already she has visited many strange places in her travels. This year, however, she has laid plans to go 'on safari' in Darkest Africa. The trip will include Uganda, Kenya and Tanzania, where she says she hopes to get in some 'good shooting.' However, the shooting referred to will be with a camera, not a gun. She will be sleeping in lodges and tents. She says she is afraid of snakes. Wonder if she knows about scorpions, ants and spiders?

We hope you have a very good trip Sybil and bring back lots of trophies, 8mm and 35mm, we would love to see them.



MRS. SYBIL HOLLOBON
at Kowloon, Hong Kong

ORGANIZING

180 BECKONS JUBILEE

On April 23rd the B.C. Labour Relations Board is holding a Hearing to inquire into the merits of 180's Application to be named Successor to the Royal Jubilee Hospital Employees' Association.

"Help Yourself by Helping Us" was the invitation extended by the Union's Business Manager to members of the R.J.H.E.A. at their meeting called to consider the advantages of joining with the majority of B.C.'s hospital workers in the Hospital Employees' Union.

Seventy percent of the 165 secret ballots cast indicated the desire to merge with the H.E.U.

Tempers Flare

A dissident group, headed by the Bargaining Committee, has engaged legal counsel in an endeavour to stop Successor Status being awarded to the Union.

The activities of groups both for and against the Union have culminated in a number of membership meetings and the spread of rumours and falsehoods.

Anti-Union proponents are alleging the Hospital Employees' Union charges \$10

per month Dues; that it is an American-dominated Organization; and even at times suggest it is Communist-oriented.

These rumours would have employees of the Jubilee Hospital believe the affairs of B.C.'s hospital workers are run by American Communists who charge \$10 per month Dues.

For anyone to suggest that the Hospital Employees' Union local 180 is an American based Union is ridiculous and to intimate that it has Communist leanings is even more so. There is no Union Constitution anywhere more zealous of protecting the rights of the membership

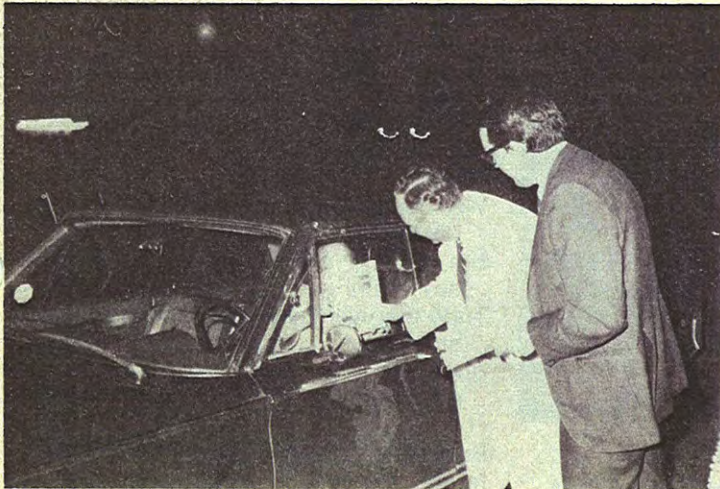
than Local 180. Finally our dues are NOT \$10.00 but \$3.00 per month.

Union Supporters Threatened

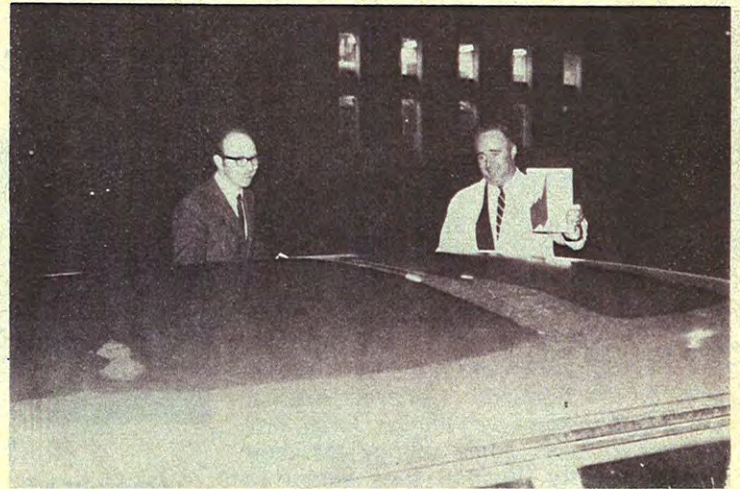
It appears that some anti-Union group is using harassment and fear as weapons to discourage workers from supporting the Union.

More than one supporter of the Union has been intimidated through threats to their continued employment, and the President of the Jubilee Hospital Employees' Association and members of his family have received not only threats in person, but also anonymous telephone calls in the night and obscene letters.

The Union feels confident that the Labour Relations Board will find that the majority of the workers at Jubilee wish to be members of the Union and will award accordingly.



**SEC.-BUS. MAN. R. S. MCCREADY
AND STAFF REP. J. GEROW**



**BRO. R. S. MCCREADY WITH
PETE ENDRES, SEC. OF ST. JOSEPH'S**

Bargaining at Armstrong

First bargaining sessions have been concluded at the Armstrong-Spallumcheen Hospital in Armstrong, B.C.

Complete implementation of our Provincial Standard Agreement and standard wages is anticipated.

The status of Union Security Clauses is the only item presently unresolved at this Hospital.

Terrace Workers Join Union

The Union's accelerated Organizing Programme has resulted in the organization of the 85-bed hospital at Terrace, B.C.

Bargaining Authority has already been granted covering these hospital workers and bargaining should commence almost immediately.

Kamloops Clerical Certified

Local 180 has now been named as the Bargaining Agent for the 45 to 50 Clerical workers employed at the Royal Inland Hospital in Kamloops.

Negotiations for wages and conditions on behalf of these members is scheduled for April 3, 1969.

SOMETIME

Sometime, when you're feeling important,
Sometime, when your ego's in bloom,
Sometime, when you take it for granted,
You're the best qualified in the room,
Sometime when you feel that your going,
Would leave an unfillable hole,
Just follow this simple instruction,
And see how it humbles your soul.
Take a bucket and fill it with water,
Put your hand in it, up to the wrist,

Pull it out, and the hole that's remaining,
Is a measure of how you'll be missed.
You may splash all you please when you enter,
You can stir up the water galore,
But stop, and you'll find in a minute
That it looks quite the same as before;
The moral in this quaint example
Is to do just the best you can,
Be proud of yourself, but remember,
There is no indispensable man.

BARGAINING HITS SNAG IN DAWSON CREEK

Management of the Saint Joseph General Hospital, Dawson Creek, have refused to sign the Provincial Standard Agreement.

After many months of negotiations, this Hospital at Dawson Creek is the only organized hospital in this Province that has failed to accept the provisions of the Agreement agreed upon between the Union and the B.C. Hospitals' Association.

This dispute has been processed through regular bargaining procedures; through Conciliation; and through Mediation. The only Section in the Agreement still under dispute is the provision that provides:

"Refusal to cross a legally established picket line shall not constitute 'cause' for dismissal."

Members of the Hospital Board have tried to bully the membership of our

Union into agreeing to a sub-standard Collective Agreement.

Our members have reacted by taking a spontaneous and impromptu vote in which they voted by more than 90% to back up their Bargaining Committee by strike action, if necessary.

The proposal was made to the Hospital that the dispute over the Picket Line Clause be referred to Arbitration but was rebuffed by the Hospital.

The continued refusal of this Hospital to honour the Standard Agreement gives credence to the allegations that Saint Joseph Hospital is using its patients as pawns in its dispute with the Union.

The Union has exhausted all the mechanisms provided by law to settle this bargaining dispute; the only step left is the provision under the Mediation Act to conduct an official strike vote.

This course of action is presently being studied by the Union's Provincial Executive and legal counsel.

For Good Reason

PENTICTON UNIT CELEBRATES ST. VALENTINE'S DAY

Streamers, hearts, and cupids in the traditional red and white of St. Valentine's Day provided the background for the Annual Bursary Dance of our Penticton Unit.

On Friday, February 14, the Membership at the Penticton General Hospital got together to do two things. First, they wanted to raise some money for their Annual Bursary. Second, they wanted to have a good time.

On both counts, the Dance was a resounding success. Almost enough money was brought in to cover the Bursary of \$150.00 that is presented annually to a worthy secondary school graduate, preferably the son or daughter of a Hospital Worker, who plans to continue his or her education. Also, the 160 people who

Short of Holiday Money? SEE US!



YOUR HOSPITAL CREDIT UNION

attended the Dance found that the music that was played by The Penticton Trio, the spot dances that resulted in instant prizes for those who were "on their toes," and the smorgasbord that appeased all appetites, made the night one to remember.

WAGE POLICY CONFERENCE SET FOR SEPTEMBER

September 14, 1969 is the date set for Local 180's first Provincial Wage Policy Conference.

The Conference will be held in the Union's new Headquarters at 538 West Broadway, Vancouver 9, B.C.

Attending the Conference will be Delegates from every Union-organized hospital in the Province.

This Conference will set the wage and working condition demands for the Union's Provincial Bargaining Committee.

Our Lawless Language

We'll begin with a box, and the plural is boxes;
But the plural of ox is oxen, not oxes.
Then one fowl is a goose, but two are called geese,
Yet the plural of moose should never be meese!

You may find a lone mouse or a whole nest of mice,
But the plural of house is houses, not hice!
If the plural of man is always called men,
Why shouldn't the plural of pan be called pen?

If I speak of a foot, and you show me your feet,
And I give you a boot—would a pair be called beet?
If one is a tooth, and a whole set are teeth,
Why should not the plural of booth be called beeth?

Then one may be that and three would be those,
Yet hat in the plural would never be hose;
And the plural of cat is cats, and not cose!

We speak of a brother, and also of brethren,
But though we say mother, we never say methren!
Then the masculine pronouns are he, his and him,
But imagine the feminine, she, shis and shim!

So English, I fancy, you all will agree,
Is the funniest language you ever did see!

A tourist is a fellow who travels many hundreds of miles to get a snapshot of himself standing by his automobile.

Two more victims of yellow fever: one tried to beat the yellow light, the other couldn't wait for the green.

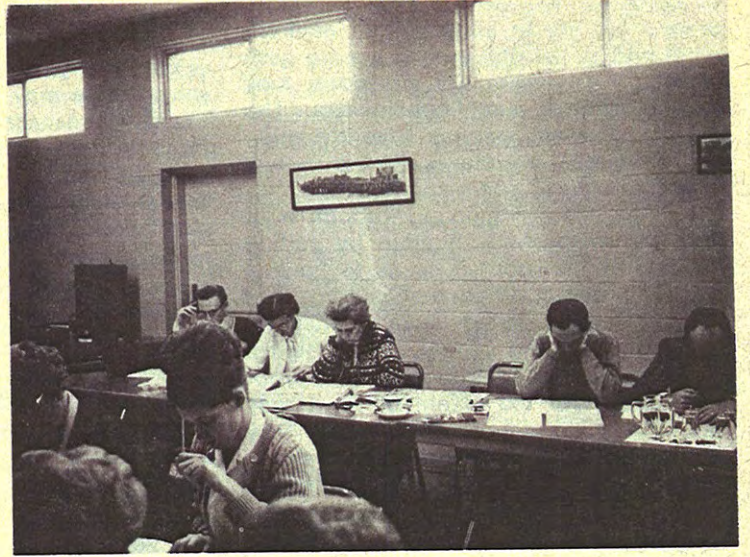
MEANEST MAN

We used to think that the meanest man was one who would steal a fly from a

ISLAND REGIONAL ACTIVITIES



THEY WORK



AND STUDY



SOMETIMES THEY RELAX
AFTER A GENERAL MEETING



THEN WORK



AND STUDY SOME MORE

THINKING ABOUT THINKING THINGS THROUGH

By JOHN WEISGERBER

The need for thinking is generally admitted, but there is no general method of doing it. We all need the power to think if we are to adapt to our environment and to live the sort of life we wish to live. We have to ask questions, look into things and reach conclusions. The asking of questions has this big additional benefit — it staves off the growth of bone between one's ears.

The purpose of thinking through is to improve an existing situation by getting to know more about it so as to have a guide to action. The highest types of thinking are directed toward attaining some desired end by solving problems. The first thing to do is to see that a problem exists and the extent of it. It may seem to some people foolish that they should go looking for problems — they are confusing problems with troubles. A good problem presents an opportunity for highly gratifying action. It opens doors that we had not noticed were there. The essential ingredient of a problem is that it presents us with alternatives. Its solution comes by the application of analysis, straight thinking, common sense and frankness with yourself.

When you come upon a problem, break it down, simplify it and explore the fundamentals on which action must be based. Ask a question about it that can be answered "Yes" or "No," then develop that answer by another question. Keep every step as simple as you can and the final step leads you to a clear cut judgment and you can then go on to developing a solution.

When you find yourself on the horns of a dilemma, you need to appraise opposing alternatives realistically.

One way of dealing with a dilemma is to examine it thoroughly — the actuality may be very different from the appearance — or alternatives may be acceptable if ground is yielded on both sides, then compromise or conciliation may be the way out. Intelligent compromise is often evidence of courageous wisdom.

Thinking is not an end unto itself. It has to be for some purpose. Honest thinking is a very important factor in successful problem solving. To proceed in your thinking with the best hope of reaching a satisfying conclusion you should have a plan to guide you. Thinking straight takes on some of the aspects of research.

1. *Evidence*—Never accept as true anything which you do not clearly know to be such.
2. *Analysis*—Divide up problems and difficulties into as many parts as possible.
3. *Method*—Conduct your thoughts in order, beginning with the simplest and easiest to know and proceeding in stages to the most complex knowledge.

4. *Control* — Examine everything thoroughly so as to be sure that nothing has been left out.

For the purpose of thinking things through we may take it that cause and effect means that under certain conditions certain things have always happened. This is a very broad application and is seldom clear-cut. We need to pay particular attention to the surrounding



conditions because the effect may be the result of the combined influence of many related and unrelated factors. An event may not be an exclusive cause.

When we think purposefully we usually do so to unearth a fact we need to increase our knowledge in order to gain control over facts. It is not enough to manipulate things already known — change is inevitable. By thinking creatively and adding new ideas we re-

arrange and enlarge the stock of things that we know into combinations of value. Evaluation is something to be done as you proceed with your thinking — something to be used as a basis for further thought. It means checking the progress of your thinking up to this point: "Has it yielded the best results and brought you a reasonably good distance in the right direction?"

To think through means not only to think thoroughly so as to arrive at a sound conclusion but to continue until you have exhausted all the possibilities. Not until all of the necessary facts have been gathered and surveyed can your decision have its fullest value. This involves asking questions. Asking questions is a way to get knowledge that builds self-confidence. If you have asked enough questions about a matter you can discuss it with the authority of detailed knowledge.

Questioning must not be allowed to run to the point where it becomes the chief job. It has a purpose and it is important to know when that purpose has been accomplished, so your questions must be directed to people who you think can give the answer.

The test to apply is: "Does this person know what he is talking about? Can he throw new light on the problem?" No matter how clever this person may be, unless the answer to these two questions is "Yes," he is useless to you and your time will be wasted.

When you ask questions of people you must seek facts and these are necessary if you are to form a mature idea of the problem. You must steep yourself in essential facts before making any important move. When you have digested the facts you will have the material upon which your imagination will go to work.

The further into a problem you have looked the less assailable will be your knowledge about it. When there is doubt prepare two opposing cases and try to anticipate any tactic that may be used against either one then assess the situation.

Clear thinking involves seeing unwelcome as well as welcome facts. We must never deny the truth that our reason shows us, even if it makes us blush. To have a limited or dishonest view will likely lead us into error, you will be losing out by not accepting all of the facts relating to the problem. It is refreshing to give up some long cherished but false idea upon having it exposed by your own questioning. When you think, you will see where others do not, those who ask questions are the ones who think up more things to do and more ways of doing them.

When you think things through you gain a feeling of accomplishment, of command of a situation and of confidence in your judgment.

Retirement: What's It Really Like?

By HUGH DUFF
Former Financial Secretary

Well of course you tell yourself this is the life, no more time clocks, no more rat race. No getting out early in the morning and driving like mad downtown so as to be able to park the family chariot, no more traffic lights, no more parking tickets, no sir!



THE LADY PENELOPE MARTISCA
"PENNY"

So what happens? First of all if you have a female autocrat that weighs twenty-five pounds, coal black, very high bred, a poodle who answers to the name of Penny, you get up when she says so. Penny can tell time with devastating accuracy, so you rise at seven a.m. for a first walk, which has a definite route which finishes with a race to the breakfast table.

It may be that you have planned that 'today' is definitely going to be spent cutting fence posts, you have the trees all marked and ready but . . . your wife reminds you this is the day you show movies in the Community Hall, so down

to the Village, meet the bus and pick up your films. In the afternoon you set up the Hall, light the fires and get all ready for the show to be put on in the evening.

So you get philosophical and say "tomorrow will do" but tomorrow we receive the "blessing of heaven"—in our part of the world this is what is commonly known as rain. So the day is spent building cupboards, our house believe me is a house surrounded by cupboards and no sooner is the last nail driven in than lo and behold it is full.

The next day is a total loss. First of all, rehearsal for a skit that is to be repeated in the Village that afternoon. In the afternoon we drive to the Village, attend a meeting, put on a skit and get home just in time for dinner.

The point I am trying to make is don't retire with any idea of having unlimited leisure, because you won't. I often say I'm busier now than I ever was working for Local 180. Don't get me wrong — I love every minute of it.

We are fortunate that we live in a very beautiful sunny coastal area, breathe really fresh air, rarely ever see rain, snow, fog and never smog. Even Penny is a blessing, for surely neither my wife or myself would of our own volition walk half so much if she did not insist. So this year for the first time in my life I have time to really SEE and HEAR spring arrive. The alders turning from brown to green, new green on the cedars and pines, new grass, pussy willows blooming, and new birds arriving every day.

So look forward with keen anticipation to your retirement but prepare for it, think of all the things you have wanted to do and been unable to because of lack of time, and prepare to do them. The important thing is to retire TO something, not FROM something. And a happy retirement to you also.



Pictured above are students attending the Fraser Valley - Lower Mainland Educational Seminar. Lack of space in the last issue of The Guardian made it impossible to run pictures of all Educational Seminars held during the months of November and December, 1968.

PERFECTABILITY

North Americans are surely the world's most passionate blame fixers. When things go badly, their first instinct is to find somebody or something to blame.

In less hot-blooded lands much of life's normal agony and inconvenience is accepted as the result of divine intervention, blind fate, or the inexorable workings of chance. Not in North America. If at breakfast the fried egg is served with the yolk broken, we do not shrug it off as a misfortune, or as God's will, and we certainly do not say, "Ah well, in the course of a normal life a few broken egg yolks are inescapable."

No. We appoint an investigating committee to look into the cook's motives and competence. The grocer comes under suspicion, and the wholesale egg dealer, and the hen. To the North American it is important to get to the bottom of that broken yolk, expose the wretch responsible for it and see that he either mends his ways or gets expunged from society.

The reason for this is the North American belief in perfectability. If everyone does the proper thing properly, there need never be a broken yolk in a fried egg. In short, North Americans refuse to accept the ancient wisdom embodied in the word "misfortune," which is that very often, even when everybody does his best, the worst will occur.

HINTS FOR SPEAKERS

Many Union officials and members have an abundance of natural ability and they soon overcome their short-comings — others require coaching and training.

Some do's and don'ts in public speaking:

1. Don't open with a funny story (unless you're real good at telling jokes).
2. Don't begin your speech with an apology for not being prepared (the audience will find out soon enough).
3. Do get the audience's attention immediately. (Arouse their curiosity with a shocking statement).
4. Do talk about something the audience will be interested in.
5. Do make a good start; the audience is either won or lost in the first five minutes of a speech.
6. Get to the point as quickly as possible. Just don't clutter up your opening remarks with a lot of "nothing phrases."

Scientists, years ago, predicted the eventual disappearance of the human race. And this was before the invention of the power mower.

THE NOTICE BOARD

The Vancouver & District Labour Council BANQUET AND DANCE

will be held at the COMMODORE CABARET, 872 Granville St., Vancouver, B.C., on SATURDAY, APRIL 12TH, 1969. Tickets are \$6.00 per person and may be obtained at the office of the V.D.L.C. from the Secretary. Dinner will commence at 7:30 p.m. Dancing 9 p.m. until 1 a.m. to the music of Doug. Kirk and his Orchestra.

V.G.H. Annual Bowling Banquet

will be held on SATURDAY, MAY 24th, 1969, at the MARPOLE ROD AND GUN CLUB, 1335 Southwest Marine Drive, Vancouver, B.C.

OPEN DATES

There are still some open dates for renting the Union's Auditorium; the Schedule of Rental Fees is:

MEMBERSHIP MEETINGS:

Units under 100

Units, 101 - 250

Units, 251 - 400

Units, 400 and over

COMMITTEE MEETINGS:

The Rental Fee also includes coffee, cream, sugar, cups, etc. Please contact the Secretary-Business Manager, Mr. R. S. McCready, at 876-2291, between 9:00 a.m. and 5:00 p.m., Monday to Friday.

Basic Charge: \$ 7.50
\$10.00
\$15.00
\$20.00

Basic Charge: \$ 7.50
cream, sugar, cups, etc.

THIS IS YOUR SPACE!

If your Unit is sponsoring a Social Event that you want publicized send all the pertinent information to the Head Office. Deadline for next issue submissions: May 30th.

POSTAL RATES RUINOUS

(Continued from Page 4)

How in heaven's name the government can justify subsidizing American magazines at the expense of Canadian publications is beyond comprehension.

The O'Leary Royal Commission set up to study publications in Canada pointed up the need for more Canadian publications. It bitterly attacked the payment of subsidies to Time and Readers' Digest and suggested that if there were subsidies to be given, Canadian publications should get them which would help us retain our national identity.

It takes more than "Official" meetings and protests to have this sort of iniquitous legislation repealed.

You can play a major role in the fight to establish equitable postal treatment for Canadian Trade Union Publications by writing to your local M.P.

Letters from constituents are just as effective in persuading our elected representatives as are the powerful vested-interest lobbyists.

In Memoriam

The Membership of Local 180 join with the Unit Members of the Penticton General Hospital in their sense of loss at the sudden passing of Sister Myrtle Munroe on February 14, 1969 in the Vancouver General Hospital. Sister Munroe, a member of the Dietary Department staff, will be missed by all of those who knew her. Sister Munroe's funeral was attended by many of the Unit Members.

ORDERLY TRAINING PROGRAM STUDIED

Over the past two years, a great deal of discussion has arisen in regards to a proposed course for the training of Nursing Orderlies on a similar basis as is presently in effect for that of a Practical Nurse. An Advisory Committee was set up in the early part of 1967 with Representatives from:

Hospital Employees Union, Local 180
B.C. Hospital Insurance Service
B.C. Medical Association
Curriculum Division, Department of Education
R.N.A.B.C.
Regional Office, Canada Manpower

The Representatives from the Union were Brother G. H. Duff, the former Financial-Secretary and Brother Sid McDonald, Staff Representative. Since Brother Duff has now retired from Local 180, Brother Sid McDonald is assuming the responsibilities of any further meetings of the Advisory Committee.

The Advisory Committee's purpose was to establish a Curriculum and a training program. Various meetings were held during the year 1967 and it was basically agreed that the

Curriculum would be established on the present Practical Nurses course with certain variations. Generally, this would be a high level of training in the following three areas:

(1) Genito-urinary; (2) Orthopedics; (3) Inhalation therapy.

Some discussions arose in regards to the length of the training program and some concern was voiced regarding the ability of applicants being able to finance themselves. Assurances were given, however, that Canada Manpower would give assistance under the basic concept of the new Canada Manpower Occupational Training for Adults Act.

In 1968, the Department of Adult Education continued their efforts to finalize all the various procedures and get a pilot program started. The Committee actually was not too much involved at that particular time. However, we can now report that progress has been made and within a very short time, the Nursing Orderly Training Program will become a reality. The Representative of the Union on the Advisory Committee will be getting more involved as matters progress and all Units will be kept completely informed when we reach the target date.