

THE HOSPITAL GUARDIAN

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

Vol. VI

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No. 3

We, Too!

You can't hold another fellow down in the ditch unless you stay down there with him. That saying of Booker T. Washington's has been quoted until it is threadbare.

But there never has been a time when it wasn't true. Or truer than it is today.

Only a few weeks ago Health Minister Loffmark proposed a "wage-freeze" on the salaries of B.C. Hospital personnel making \$12,000.00 a year or more. His proposals met immediate and irate protest from senior Hospital Representatives.

Only a few weeks from now, B.C.'s Hospital Workers who are at a lowly three, four and five thousand dollar per year wage level will be meeting with many of these senior Hospital Representatives to negotiate a new Collective Agreement.

Our Trade Union colleagues — the Butchers — the Steelworkers — the Oil Workers — the Retail Clerks — the Plumbers — the Airline Machinists — the Telephone Workers — just to name a few, have received, or are striking for major improvements in their wages this year.

A large number of our colleagues now have a shorter work week; they have improved shift-work premiums; they are covered by superior medical/dental plans; and they enjoy longer paid vacations.

Like our Trade Union colleagues, and the more highly paid senior Hospital Personnel, we desire to share in the obvious and abundant prosperity of the "good life."

We, too.

THE HOSPITAL GUARDIAN

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Provincial Executive, Local 180, Hospital Employees' Union, C.U.P.E., C.L.C.

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

BROADWAY PRINTERS LTD.

Editorial Comments . . .

J. DARBY

"At a time when Labour Reporters across Canada are forecasting a long hot summer for Labour; and while here in the Lower Mainland Area of British Columbia Strikes and Lock-outs in the Oil, Meatcutting and Grocery Distribution Industries are evoking the usual outcries against workers who seek higher wages, it is perhaps appropriate that we ask ourselves what a Strike really is.

"It is neither more nor less than a refusal on the part of workmen to sell their labour on the terms offered by those who desire to buy it. No one thinks a merchant or a trader is culpable if he refuses to sell his goods at the price offered by his customers. If it be justifiable for a merchant to refuse the terms offered by those who wish to buy his commodities, it cannot be wrong for a workman to do the same; and if it be right for one workman to refuse to work on the terms offered by his employer, it cannot be wrong for ten, a hundred, or even a thousand to do the same.

"The conduct of workmen in striking for higher wages, or to resist a reduction, may be either prudent or imprudent, but it can never deserve censure as being morally wrong."

The above explanation of a Strike was written many years ago; nevertheless, it is just as true today as the day it was first written.

A strike causes inconvenience not only to the particular group of workers and management involved, but also to the mass of people which is loosely referred to as the general public. It is somehow overlooked that the general public to a large degree is comprised of management and workers.

The news media is quick to stress the inconvenience caused by strikes and from time to time advocates the adoption of some panacea for them which has supposedly gained favour in another country. A few years ago it was Australia that had found the ideal cure for industrial unrest. Australian Trades Unionists are at present struggling violently to extricate themselves from this "cure-all" legislation, and now we hear more about the "Swedish System," and it is suggested that we should embrace this type of legislation in order to diminish our Labour problems. In our present Economic Society the dividing line between a free man and a serf is indeed very tenuous and for this reason, any legislation which embodies the principle of binding arbitration should not be countenanced.

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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.

Executive Replacements

Brothers Ashmore, MacPherson and Perkin have taken a Leave of Absence from their Provincial Executive posts for the duration of their Staff Trainee period.

Replacing these three Brothers are Sister June Murdoch of the Trail Unit; Brother Wally Fedak of the Vancouver General Unit; and Brother Bruce McKay of the Lions Gate Unit, North Vancouver.

These Executive Replacements are on a pro tem basis, enabling the three "Trainees" to revert back to their hospital employment and Executive Positions, should they desire.

Plasticized Membership Card

The Provincial Executive is investigating the feasibility of issuing a five-year plasticized Membership Card in place of the present cardboard Membership Card.

Staff Retirement

Brother Syd McDonald, Senior Staff Representative, will be retiring on August 31, 1969.

Brother McDonald has agreed to the Executive's request that he continue as our Nominee on the Council of Orderlies and the Hospital Industry's Standing Committee on Special Pay Rate Adjustments.

Biennial Convention

The tentative site chosen for the Union's Seventh Biennial Convention is the Royal Towers Hotel in New Westminster, B.C.

It is anticipated the Convention will take place during June 1st, 2nd, 3rd, and 4th, 1970.

C.U.P.E. Convention

The Fourth National Convention of the Canadian Union of Public Employees will be held on September 8th, 9th, 10th, and 11th, 1969, in Toronto, Ontario.

The Executive has authorized sending the Local Union's allotted Delegation of thirteen.

Organizing

Certification has been received covering the Mount St. Francis Hospital in Nelson.

This is a 100-bed chronic care hospital.

An Application is currently pending covering the employees of the Summerland General Hospital; the Summerland Hospital is a 25-bed acute general hospital.

Staff Vacancy

The Executive has authorized the hiring of a Research Analyst to round out the staff of technically-trained persons needed at the Head Office.

Provincial Executive Meeting

The next Provincial Executive Meeting is scheduled for AUGUST 15th and 16th, 1969.



Shown above are a series of photographs taken during the recent activities at the Jubilee Hospital in Victoria.

(a) Brothers Ashmore and Darby handing out copies of *The Guardian* to Jubilee employees.

(b) Brothers Endres and Heavener of St. Joseph's Unit outlining the results of their canvass to Brother McCready.

(c) Brother Gordon MacPherson distributing leaflets at the Fort Street Entrance of the Jubilee Hospital.

(d) Brothers Gerow and McCready shown distributing *Guardians*.

(e) Sister Sybil Hollobon, Island Regional Representative, in serious conversation with Brother Henry Perkin.

(f) Brother Ron Magill shown handing a summons to Mr. Panter, past president of the Royal Jubilee Hospital Employees' Association.

(g) Brother John Weisgerber distributing *Guardians* at Richmond Street Entrance of the Royal Jubilee Hospital.

LABOUR BOARD HOLDS JUBILEE HEARING

The Provincial Department of Labour held its long-awaited Hearing recently to determine whether or not Local 180 should be named as Bargaining Successor to the Royal Jubilee Hospital Employees' Association located at the Jubilee Hospital, Victoria, B.C.

Brother McCready, our Business Manager, had been requested, in writing, to address a meeting of the R.J.H.E.A. membership in February.

Following his address, 72% of the more than 165 Association members present voted to merge with Local 180.

The Bargaining Committee of the R.J.H.E.A. challenged the right of the members to make this decision and requested the Department of Labour to hold a Hearing into the matter.

On the day of the Hearing, Representatives from Local 180 were present, and were represented by legal counsel.

Also present were members of the R.J.H.E.A. Bargaining Committee and legal counsel for the Association.

Surprise Move

In a surprise move, a member of the gallery interrupted the Hearing and introduced herself as a member of the R.J.H.E.A. Executive and that she wished to present to the Hearing a letter on behalf of the majority of their Association's Executive.

The Department of Labour and legal counsel for both the Union and the Association's Bargaining Committee were allowed to examine the letter.

The letter alleged that legal counsel for their Association had not been authorized by the Association Executive to challenge the Union's Application for Certification, and that their lawyer's presence at the Hearing did not have their approval.

The Chairman of the Board ruled that anyone could appear before the Board and that if the Association's Bargaining Committee and their lawyer wished to challenge the Union's Application, the Board would hear them out.

Association Ineligible?

The Board was soon confronted with another surprise.

Testimony and documentation indicated there was grave doubt that the R.J.H.E.A. was a Trade Union as defined by the Labour Relations Act.

It was further indicated that there was considerable doubt that the R.J.H.E.A. were in possession of a valid Collective Agreement as defined by the same Act.

Because of the importance of these arguments, the Labour Relations Board requested counsel for the Union to disengage its arguments on behalf of Certification for the Union and determine whether or not it wished to challenge the R.J.H.E.A.'s right to be termed a Trade Union and consequently its Certificate of Bargaining Authority.

Adversaries Confer

A brief recess, granted at the Union's request, gave them an opportunity to dis-

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LABOUR'S NOTEBOOK

**"I SPEAK FOR THE POOR, FOR THE WEAK,
FOR THE WEARY . . ."**

Clarence Darrow started out as a corporation lawyer, switched sides during the great Pullman strike in the U.S.A. and became one of that country's most eloquent defenders of the downtrodden and the oppressed. In the early 1900's, he successfully defended "Big" Bill Haywood and several other leaders of the Western Federation of Miners against a trumped-up murder charge. This selection is from his 11-hour closing speech to the jury. It appears in the excellent biography by Irving Stone, "Darrow for the Defense."

"Mr. Haywood is not my greatest concern. Other men have died before him. Wherever men have looked upward and onward, worked for the poor and the weak, they have been sacrificed. They have met their deaths, and he can meet his. But, you shortsighted men of the prosecution, you men of the Mine Owners' Association, you people who would cure hatred with hatred, you who think you can crush out the feelings and the hopes and the aspirations of men by tying a noose around his neck, you who are seeking to kill him, not because it is Haywood but because he represents a class, don't be so blind; don't be so foolish as to believe you can strangle the Western Federation of Miners when you tie a rope around his neck.

"If at the behest of this mob you should kill Bill Haywood, he is mortal: he will die, but I want to say that a million men will grab up the banner of labor at the open grave where Haywood lays it down, and in spite of prisons or scaffold or fire, in spite of prosecution or jury or courts, these men of willing hands will carry it on to victory in the end . . .

"I speak for the poor, for the weak, for the weary, for that long line of men who, in darkness and despair, have borne the labors of the human race. Their eyes are upon you twelve men of Idaho tonight. If you kill Haywood your act will be applauded by many. In the railroad offices of our great cities men will applaud your names. If you decree his death, amongst the spiders of Wall Street will go up paeans of praise for these twelve good men and true. In every bank in the world, where men hate Haywood because he fights for the poor and against the accursed system upon which the favored live and grow rich and fat — from all those you will receive blessings and unstinted praise.

"But if your verdict should be 'not guilty' in this case, there are still those who will reverently bow their heads and thank these twelve men for the life and reputation you have saved. Out on our broad prairies where men toil with their hands, out on the wide ocean where men are tossed and buffeted on the waves, through our mills and factories and down deep under the earth, thousands of men and of women and children — men who labor, men who suffer, women and children weary with care and toil — these men and these women and these children will kneel tonight and ask their God to guide your hearts."

JUBILEE HEARING

(Continued from Page 3)

cuss this turn of events with Representatives from the R.J.H.E.A.

Counsel for the Union, Mr. D. E. McTaggart, informed the Board, "I have been instructed by my client, Local 180, that it is their desire to advance the best interests of the work force at the Jubilee Hospital and to press the Board for a decision on whether or not the R.J.H.E.A. was a group appropriate for Certification could jeopardize their welfare. I am therefore instructed to abandon this line of argument."

Decision Critical

If the Department of Labour had ruled that the Association was not an appropriate bargaining agency as defined by the Labour Relations Act, the employees of the Jubilee Hospital could have been left without a Collective Agreement of any kind.

Their wages, working conditions and, possibly their pensions, could have been adversely affected.

The Union's decision not to press its advantage was detrimental to its own case.

Testimony from the one and only witness given an opportunity to appear before the Board indicated confusion over who had the authority to convene the meeting at which the members voted to merge with the Union, and, on this testimony, the Board turned down the Union's Application for Successor Status.

A door-to-door canvass of employees at this Hospital indicated that the secret ballot indicating a 72% desire to merge with the Union truly reflects the feeling of all the Hospital's employees.

It is anticipated that the employees at the Royal Jubilee Hospital will be able to express their desire to join the Union in a more tangible and effective manner within the foreseeable future.

EDITORIAL

(Continued from Page 2)

Binding Arbitration even when conducted by unbiased men can never be a substitute for collective bargaining, even when the bargaining culminates in a strike because out of the trial of strength which a strike naturally entails, will come a decision which neither side can repudiate.

Whenever the subject of compulsory arbitration comes up for discussion, working people should bear in mind that they are the only group who are required to negotiate their wages, and the conditions under which they will work, and it is their rights and their freedoms which will be curtailed if compulsory arbitration is implemented.

B.C. FEDERATION OF LABOUR URGES BOYCOTT OF IMPERIAL OIL

HOT PRODUCTS

Over the last several years the B.C. Federation of Labour and its affiliated unions have adopted a policy of refusing to handle "hot" products — products coming from behind a picket line, produced or distributed by scabs and strikebreakers. This policy has been developed successfully and has proved to be of real value in assisting unions in many disputes. Because of B.C.'s restrictive labour legislation it has been an important tactic and will continue to be, at least until fair labour legislation enables unions to stop production and distribution of products where a strike is in progress. It is important that this policy be implemented *realistically* at all times to ensure that unions and union members are able to carry out the policy fully and effectively.

RESPONSIBLE, REALISTIC POLICY

In the present dispute in the oil industry, the huge oil cartels have refused to bargain in good faith. They obviously want to create a situation where the Government can come to their rescue with Bill 33 and use the club of compulsion to beat the Union into submission. A declaration that all oil products are hot would shut down all industry in B.C., and since this would place many unions and union members in a very difficult position and would provide an excuse for the government to use Bill 33 to salvage victory for the oil companies, the Federation has adopted a realistic and effective program to assist the Oil, Chemical and Atomic Workers to win a victory in this strike and to defeat the strategy of the oil companies.

VICTORY PROGRAM

- The B.C. Federation of Labour has declared ALL IMPERIAL OIL PRODUCTS to be HOT. Members of affiliated unions are asked to refuse to handle or purchase Imperial Oil products. In addition members will, of course, refuse to cross picket lines at any of the struck refineries.

- The B.C. Federation of Labour is preparing, in cooperation with the Oil Workers Union and with the assistance of the Canadian Labour Congress, a massive publicity campaign to acquaint the general public with the irresponsible attitude of this company towards its employees and towards the general public. Such a campaign will encourage citizens to show their disapproval of the company's attitudes and policies by refusing to purchase or use Imperial Oil products.

- Trade Unionists having Imperial Oil credit cards are called upon to return them immediately.

WHY IMPERIAL?

Imperial Oil was selected for three reasons. The Oil Workers advise that they have been the company most responsible for blocking a settlement. They are the largest of the companies in British Columbia. They have already suspended about 70 members of the Teamsters Union in connection with this dispute.

Imperial Oil spends millions of dollars every year in advertising and public relations. So do the other giant oil cartels. Not because of competition, but because they want to overcome their image as the most powerful cartels in the world with power so great it has even toppled governments.

The Federation campaign will be successful because it will remind the public that this particular industry and company has one of the worst records in the world of operating against the interests of workers and ordinary citizens.

B.C. FEDERATION OF LABOUR DECLARES

IMPERIAL OIL PRODUCTS

HOT

Here are the details of the positive and realistic program adopted unanimously by the Executive Council of the B.C. Federation of Labour to assist the Oil, Chemical and Atomic Workers Union in their present strike against the giant oil industry cartels.

(Also endorsed by Vancouver Labour Council,
New Westminster Labour Council,
Provincial Building Trades Council)

AROUND THE LOCAL

Organizing the unorganized and servicing the organized continues to predominate the activities of the Provincial Office.

During the month of June alone, more than 50 Units of the Local Union have received servicing visits from Provincial Office Staff.

Coupled with the Membership Meetings are meetings with the various Hospital Administrations to resolve outstanding grievances; ensure implementation of new categories and rates; and bargaining of pre-negotiations wage anomalies.

Kootenays Region

Every Unit in the East and West Kootenays Region has had a Representative from the Provincial Office attend their regular Unit meetings at least once and, in many instances, more than twice so far this year.

Brother Gerow, the Kootenay Staff Representative, reports that the Collective Agreement covering Modern Cleaners at Cranbrook has been concluded. Details of the Superannuation Plan covering these workers are presently being finalized.

Considerable grievance activity is taking place in the Trail Unit regarding the Sick Leave and Hours of Work provisions of the contract.

Okanagan Region

The Collective Agreement covering recently organized members of the Unit at the Armstrong Hospital is now being completed.

When the contract is signed, members of this Unit will be covered by the same Agreement as all other members of Local 180.

During the month of June, Brother John Weisgerber, the Okanagan full-time Staff Representative, has finalized further organizing activities in the Okanagan by organizing the Summerland General Hospital at Summerland, B.C., and the St. Bartholomew's Hospital, Lytton, B.C.

The Summerland Hospital was newly constructed in 1968, and has 25 acute beds; the hospital at Lytton has 20 acute beds.

At press time, the Union was still awaiting certification rights covering these two hospitals.

In the last two months, each Unit in the Okanagan has had their full-time Staff Representative attend their regular monthly meeting at least once.

A combined Vernon - Armstrong - Enderby meeting was held in mid-June.

Preliminary talks have commenced to reach clerical standardization in the Kamloops, Vernon, Penticton, and Kelowna hospitals.

Northern Region

A recent servicing trip by the Northern Region's Staff Representative, Brother Jack Lawson, disclosed very few wage

anomalies to be resolved for 1970's bargaining sessions.

Steps toward standardizing clerical rates in the Northern Region have been initiated.

Management of Saint Joseph General Hospital in Dawson Creek continue to be the sole holdout regarding the clause guaranteeing our members' right to respect legal picket lines.

Both parties are seeking an arbitrator to resolve this difference.

This hospital's adamant attitude and resolve to be different from all of the other hospitals bargaining with Local 180 will likely result in the Union's insistence that the Saint Joseph General Hospital, Dawson Creek, must be excluded from future Provincial Bargaining.

Vancouver Island Region

A novel experiment in labour-management relations was initiated by the Vancouver Island Section of the B.C. Hospitals' Association during June.

Members of Local 180, the Registered Nurses' Association, the International Union of Operating Engineers, Hospital Trustees, Administrators, and Management officials met for the purpose of conducting / attending an Educational Seminar.

The seminar undertook an in-depth study of Labour-Management relations and procedures in B.C.'s hospital industry.

To ensure a broadly-based study of this matter, wage and expense costs were underwritten by the participating hospitals.

Spokesmen for the Union were impressed by the obvious sincerity of those sponsoring the Seminar and gained an insight into the difficulties hospital administrators sometimes face because of attitudes reflected at the trustees' level.

Sybil Hollobon, the Island Regional Representative, and other officers of the Union, proposed that labour should play a larger participating role in the management of our hospitals and advanced, also, the suggestion that all of the employee groupings — members of 180, the Registered Nurses, and the Operating Engineers, should meet with management at the bargaining table on a collective rather than individual basis.

The unanimous consensus of Union Representatives at the Seminar was that it was a worthy effort and should be repeated.

Brother McDonald, the Island Staff Representative, reports that wage standardization covering a number of clerical groupings on Vancouver Island has now been completed, and he is now processing Special Pay Rate Adjustments for inclusion into the 1970 Collective Agreement.

Fraser Valley Region

Typical of those hospitals with a tradition of a functioning Shop Steward system, the Units in the Fraser Valley Region have had few grievances requiring the attention of the Provincial Office.

Brother McDonald, who services the Fraser Valley Units, reports that he has held servicing meetings during the month of June with six of the seven Fraser Valley Units.

Lower Mainland Region

Grievance activity continues unabated within the Lower Mainland Regional hospitals.

The Union is confronted with the situation that because of Educational Seminars and the proximity of officers and stewards to the Provincial Office, the Union's Local Unit Representatives are very often better informed regarding the provisions of the Collective Agreement than the Hospitals' Supervisors.

This situation is leading to many disputes, particularly in the areas of Job Postings, Seniority, and Annual Vacation entitlement.

Brother Magill is currently having two Arbitration Boards set up to process outstanding grievances at the Vancouver General Hospital.

He has also initiated some preliminary talks on wage anomalies that exist at the Vancouver General and St. Paul's Hospital Units.

Supervisory personnel at the Royal Columbian Hospital are continuing to interpret the agreement as they would desire to see it written, rather than as it is written which, on a number of occasions, has brought both Union and Management to the point of having to resort to arbitration to resolve its differences.

The Union is very seriously considering integrating a course of Contract Analysis for the Hospitals' Supervisory personnel into its regular Educational Programme designed for Shop Stewards.

This would then afford the Hospitals' Supervisory personnel the same opportunity to know and understand the Collective Agreement as is provided to Union personnel.



Fort St. John: Sisters Eva Jones (right), chairman, and Ethel Eleniak, secretary, listening to Unit members.



Fort St. John: Unit members voting on Wage Policy Conference Delegate.



Mt. St. Mary, Victoria: Harold Wickstrom (centre), Unit chairman, smiling at Marilyn Scherr, Unit secretary, soon to become Harold's wife.



Dawson Creek: Sister L. E. Fladager (standing), Unit chairman, calling meeting to order. Seated to her right, Sister Janette Filer, secretary, and Sister Sketchley, vice-chairman.



Castlegar: Brothers Pat Romaine and Hans Augustin appear to be enjoying themselves in a social get-together after their Unit's monthly meeting.



Kimberley: Members of the Kimberley Unit at their regular May meeting held in the Hospital cafeteria.

BUILDING AN AUTO

COSTS AND PROFITS

In the first half of 1968, General Motors made \$959 million profit compared with \$911 million during the same period in 1967. Similarly Ford profits jumped to \$390 million compared with \$267 million, and Chryslers swelled to \$148 million from \$66 million.

U.S. Senator Gaylord Nelson of Wisconsin has made public some statistics which show Ford's unit cost breakdown on its 1966 models.

Taking a Ford Galaxie as an example, the figures are:

Labour costs to assemble each unit	\$ 57.85
Regular material for standard model	1,360.38
Minor material, glue, solder and paint	20.23
Standard parts, screws, nuts, bolts, etc.	16.32
Material transportation	19.98
Light, power and depreciation	147.12
Total cost to Ford	1,621.88
But they made the dealer pay	1,827.37
The suggested list price was	2,676.82

The most arrogant larceny, however, is practiced in the optional mark-ups. Dealers pay \$76.50 extra for a V8 engine which costs only \$19.22 more than the standard model.

They pay \$136.89 for a \$56.24 transmission; \$40.16 for a \$21.74 AM radio; \$46.72 for a \$13.01 set of tires; \$10.17 for \$5.93 seat belts and \$250.14 for a \$158.48 air-conditioning unit.

When we add on the dealer's profit we end up having the kind of car prices we're all familiar with. That mile-wide spread between the actual cost of building the vehicle and what the consumer has to pay accounts for those enormous profits.

The real irony is that despite escalating profits the auto industry is able to "justify" another hike in their 1969 prices. Looks like it pays to have friends in the government!

From U.A.W. Local 444 News

***If you are interested in a simple,
dignified yet inexpensive funeral***

THE MEMORIAL SOCIETY OF BRITISH COLUMBIA

(A non-profit, non-sectarian Society registered under the Societies Act)

Has much to offer you

Write for free leaflet outlining the co-operative benefits already enjoyed by over 14,000 members to:

Box 917, Postal Station "A" Vancouver 1, B.C.

St. Francis Joins 180

By JACK GEROW

Since last February, the hospital workers in Nelson have been talking to one another.

Those hospital workers who are members of Local 180 at the Kootenay Lake General Hospital have been talking to the hospital workers at Mount St. Francis Hospital. They have been talking about the benefits of membership in Local 180. In turn, the hospital workers at Mount St. Francis have been asking our members at the Kootenay Lake General Hospital how they can participate in the main stream of hospital workers.

They have been asking how they can join Local 180 in order to receive the superior wage and condition benefits that Local 180 members enjoy.

On April 26, 1969, the dialogue between the two groups of hospital workers came to a climax. After many weeks of hard work, Brother Russ Cole, the Representative for the Kootenay Region on the Provincial Executive of Local 180, culminated his organization endeavours with the calling of a meeting of all interested Mount St. Francis hospital workers.

He invited Brother Jack Gerow, the Kootenay Region Staff Representative, to attend this meeting in order to supply the answers to any questions and to detail the advantages of membership in Local 180.

It was the consensus that the attendance and the enthusiasm displayed at this meeting would make the Mount St. Francis Unit a valuable addition to Local 180.

Within 72 hours of the meeting, an Application for the Certificate of Bargaining Authority was presented to the Department of Labour in Victoria on behalf of the hospital workers at Mount St. Francis. Recently, this Application has been approved by the Labour Relations Board of the Department of Labour. The negotiations of the Provincial Standard Agreement, including language and wages, between Mount St. Francis Hospital and the Union is proceeding as planned.

On behalf of the membership of Local 180, we would like to welcome Mount St. Francis as the newest Unit in Local 180. In addition, we would like to congratulate Brother Cole and those who assisted him in a job well done.

THE

NOTICE

BOARD

V.G.H.
17th Annual Fishing Derby
 SUNRISE, SEPT 7/69 to 1:00 P.M.
 The Bay Rentals, Horseshoe Bay
 ENTRY FEE \$1.00
 ALL HOSPITAL FISHING ENTHUSIASTS WELCOME!

Chemainus Unit Picnic
 Wednesday, August 13th
 Home of Sister Sorli, 2878 Crozier Rd.
 RACES — GAMES — REFRESHMENTS

**BURNABY GENERAL UNIT
 DINNER DANCE**

October 24th, 1969
 8 P.M. — FLAME SUPPER CLUB

**ROYAL COLUMBIAN UNIT
 Annual Retirement Party & Dance**

SATURDAY, SEPT. 20th, 1969

Royal Canadian Legion Hall, 38 Begbie St.

SMORGASBORD 7 p.m. - 9 p.m.

DANCING 9 p.m. - 1 a.m.

DOOR PRIZES

TICKETS \$2.50 each

V.G.H. 5-Pin Bowling
 will resume in September at
 THE RIO LANES
 All interested, please contact members of
 your Sports Committee



STEWARDS STUDY STRATEGY

Pictured at the left are a number of the Vancouver General Unit's Shop Stewards.

The top picture shows Brother Wally Fedak, Unit Chairman, chairing the Shop Stewards meeting in the absence of Brother Eric Thomas, Chief Shop Steward. Also shown is Brother Ron Magill, Staff Representative and Sister Yvonne Muise, who acts in the capacity of Secretary for the Shop Stewards.

The bottom two pictures include from left to right: John Kitchen, Mike Doherty, Adrienne Mundreon, Bob Harrington, Eva Ganner, Gertrude Krawo, Shirley Barlow.

From Right to left: Jim Ballard, Secretary-Treasurer, Wanda Ricketts, Sidney Matthews.

These Stewards know that to make the Union's Grievance Procedure work, they must keep abreast of current grievances in the hospital and continue to familiarize themselves with the provisions of the Agreement.

To make their Unit's programme efficient, they meet on the second Wednesday of each month with their Unit's Table Officers and Brother Magill, their full-time Staff Representative.

Each Steward at the Vancouver General Unit has attended at least one Educational Seminar and they all give that "little extra" to ensure that the people they represent receive everything provided for by the Collective Agreement.



Conveying the best wishes of Local 180, Brother McCready is shown congratulating Jack Sherlock upon his appointment as Director of the Human Rights Commission.

SHERLOCK APPOINTED DIRECTOR

On June 16, 1969, the Provincial Deputy Minister of Labour announced the appointment of Jack Sherlock as Director of the Government's controversial Human Rights Legislation.

As Director of the Human Rights Commission, Sherlock will be responsible for enforcing the anti-discrimination features of the new Act.

The Human Rights Act makes it an offence to discriminate between male and female employees with respect to wages, or to employment.

It also makes it an offence to discriminate regarding membership in Trade Unions because of race, religion, sex, colour, nationality, ancestry, or place of origin.

It provides penalties for discriminating against employees because of age, and contains provisions prohibiting discrimination with respect to the occupancy and purchase of commercial premises and self-contained dwelling units because of race, religion, colour, or nationality.

The Trade Union movement has been highly vocal in its criticism of the Legis-

lation, claiming it is too shallow in scope, and too narrow in application.

Most sectors of the Trade Union movement approve, however, the selection of Jack Sherlock as Director of the Human Rights Commission.

Except for a brief period when Sherlock served as Labour Relations Adviser to the B.C. Hospitals' Association, he has spent more than 20 continuous years as a Provincial Conciliation Officer.

A story-teller without peer, Jack has established a reputation as being one of the most trusted and respected Officers in the Department of Labour.

His personal integrity has been an assurance that any union embroiled in a bargaining dispute would get a "fair deal."

Often used as the Labour Department's trouble-shooter, Sherlock was able to avoid potentially disastrous strike situations on many occasions.

Local 180 was sorry to see Mr. Sherlock leave his position as Labour Relations Adviser to the B.C. Hospitals' Association; he demonstrated, during his brief period with the Association, considerable understanding of the basic needs of workers.

Local 180 wishes Jack well in his new position where, we are sure, he will show the same understanding and consideration of working people in his new post.

PROTECT YOUR GRIEVANCE

Many legitimate grievances remain unresolved through negligence in processing the grievance properly, or because our members are unaware of the Grievance Mechanism.

You must start the Grievance Procedure within seven (7) days of the grievance occurring.

To ensure that your grievance is processed properly, you must follow the provisions of Article IV, Section 6 (a) and (b), which read:

- (a) The individual employee, with or without his Shop Steward, or Union Committee member (at the employee's option), shall first discuss the matter with his immediate Supervisor or Head of his Department, within seven (7) days of the occurrence of the grievance. Should a settlement not be agreed upon at this stage, then:
- (b) The grievance shall be reduced to writing and presented to the Supervisor or Head of the Department by the Shop Steward, or Union Committee member, who will discuss the grievance. Failing a satisfactory settlement at this stage within seven (7) days, then:

If your grievance is not resolved at the first two stages under the Grievance Procedure, the member is no longer directly involved.

The responsibility for processing the grievance further becomes the responsibility of the Union Committee or your personnel from your Provincial Office.

At all times you will be kept informed of your grievance's progress.

Points to remember on Section 6 (a) and (b):

You may discuss your grievances with your Supervisor; if you are reluctant to discuss it with the Supervisor by yourself, you have the right to take your Shop Steward, or Union Committee member, with you.

If you and the Shop Steward have not been able to settle the grievance under Section 6 (a), the following will apply:

- (a) The grievance must be reduced to writing on the form provided by your Shop Steward.
- (b) The Shop Steward, or Union Committee member, will present the written grievance to the Supervisor and will report back to you regarding the grievance's progress.
- (c) If your grievance is not resolved within seven (7) days at this step, it then proceeds to the next stage under Grievance Procedure.



RETIRES AFTER 28 YEARS

After 28 years of employment with the Queen Alexandra Solarium Unit at Victoria, Brother Axel Hansen retires.

Members of the Union and Management of the Solarium sponsored a Retirement Party on May 30, 1969 at which Brother Hansen was the Guest of Honour.

Members of the Union presented Axel with a fishing outfit.

The Hospital's Board of Directors presented him with a lathe, and shown in the picture is Mr. Holdstock, the Hospital's Administrator, presenting Axel with a humorous scroll.

From all of us we wish you Good Fishing and Good Luck.



RUSS COLE — A TRADE UNION MAN

Brother Cole was born in Maple Creek, Saskatchewan on October 27, 1916. In 1934, Russ joined the Fourteenth Canadian Light-Horse.

In 1939, Russ was transferred to the South Saskatchewan Regiment. This Regiment was assigned overseas in December 1940. Russ, one of the too few lucky ones, was able to return to England after the Dieppe Raid of August, 1942. After Peace was declared, Russ returned to Canada with his Scottish bride.

Today, Russ is in his twenty-third year with the Kootenay Lake General Hospital. One of his duties and responsibilities is the landscaping of the Hospital's grounds. It is easy to see from the results that he gets, that Russ knows and likes what he is doing.

Russ' affiliation with the Trade Union Movement and Local 180 goes back a long way. He assisted in the formation of the first Hospital Workers' Union in Nelson in 1948. Later, in 1951, he helped to bring this union into Local 180. In addition, Russ has been a Unit Chairman for about 14 years and has been on the Provincial Executive of Local 180 for over 12 years, thus making him one of the most senior Executive Members.

Since last February, Russ has provided the impetus, and has been consequently most instrumental in the organization of Mount St. Francis Hospital in Nelson. With such hard work and guidance, we are proud to announce that Mount St. Francis was certified as the newest Unit in Local 180 on May 27, 1969.

The Membership of Local 180 is proud to have a man such as Russ Cole within its ranks.

NORTHERN REPRESENTATIVE A PIONEER

Shown up a ladder, nailing particle board sheathing to the home that she is building entirely by herself, is Sister Eva Jones, the Union Representative from the Northern Region.

Sister Jones, a Practical Nurse, first joined Local 180 when she was employed at the Burnaby General Hospital in 1953.

In 1958 she hitched up her dog team and headed for Fort St. John.

Presently Chairman of the Fort St. John Unit, Sister Jones was elected Northern Regional Representative at the 1968 Biennial Convention.

Eva is a girl of many talents; she enjoys knitting, crocheting, petit point, tatting, and the other talents generally attributed to the fairer sex, but at the moment her Number One Project is her new home.

Eva has already mixed and poured the concrete base for her home; has done all of the carpentry work; and tells us



that she will also be doing the plumbing and wiring in her house, all of which goes to prove that it isn't really a man's world.

THE ART OF GETTING ALONG

By Ron Magill

Sooner or later a man or woman, if they are wise, will discover that working in a Hospital is a mixture of good days and bad — give and take.

They will learn that it doesn't pay to be overly sensitive if everything doesn't go just the way they wish it, and that other people's opinions and circumstances must be considered as well as their own.

They will learn that most of their associates are as ambitious as they are — that they have brains that are as good or better, and that hard work, and not cleverness, is the key to success.

They will also learn that it doesn't

matter so much who gets the credit, so long as the Hospital is a success, and will realize that the Hospital could run perfectly well without them. They will learn that no one ever got to the top alone and that it's only through co-operative effort and team-play that we move on to bigger and better things.

They learn too, that bosses don't try to get the last ounce of work out of them for the least pay and that the people aren't any harder to get along with in one place than in another. The "getting along" usually depends about 98% on our own behaviour. "Getting along" is also the intent of our Union; team work is easy. Let's all get along.

**Have you
considered
their future?
Open a
share account
at your
Credit Union
and watch
them grow
together.
See or call us
at 96 East
Broadway,
Vancouver,
879-6304.**



THE SAME OLD STORY

Every time the hospital worker makes a little gain at the Bargaining Table, increased taxes, spiralling food costs, and the general over-all inflationary processes eat up his small gains, leaving him in a worse position than when he started.

The hospital worker is employed in the fastest growing and most rapidly changing industry in the Province.

Almost daily greater demands are being made on his skills and abilities.

Unlike many workers, hospital personnel are forever being required to learn new techniques and new procedures.

The patient is becoming more aware of medical advances and they, too, are becoming more demanding.

As workers in the hospital industry, we are managing, through hard work and study, to keep abreast in every area of the changing facets in the industry; every area, that is, with the exception of the number of dollars we take home each month. "It is the Same Old Story."

We are continually in the unhappy position where the only time John Q. Public is aware of our existence is when he becomes ill. Then, miraculously, we are accepted among the most important people in his life. In most cases the hospital and its staff are forgotten the moment good health returns.

He realizes though, that we will be available to him, should

he require our services in the future.

During his stay in hospital he agrees that ours is an almost impossible task, and one that very few people could tolerate.

We are able to obtain all of the admiration we require for our dedication, but, it seems, never the money.

"It's the Same Old Story."

In the Fall of this year, we go to the Bargaining Table once again to improve the conditions under which we work and the livelihood that our families will experience in the year to come.

Other workers in the Community have already negotiated their wage settlements for the forthcoming year.

We are not unaware that the Plumbers will be receiving wage increases of \$1.50 per hour over a two-year period, nor have the other settlements such as: B.C. Telephones' 24%, McDonald's Consolidated 60c per hour increases, and numerous mill-workers increases ranging from 60 - 65c per hour gone by unnoticed.

This year, we will write a "Different Story" and will discard the "Same Old Story."

