

Hospital Guardian

Local 180

HOSPITAL EMPLOYEES' FEDERAL UNION

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PUBLISHERS NEWSLETTER

Dear Readers:

Local 180 is entering into a new round of the never-ending fight for better conditions for our workers and we must begin to decide what we want in our contracts for 1958. We must discuss such things as wage increases, fringe benefits, etc. There is also one other aspect that should be considered more thoroughly than it has in the past and that is - in what way and to what extent are we willing to become active participants in the battle.

Are we going to sit at home and criticize while our representatives fight for us or are we going to get out and support them?

The success, or failure, of collective bargaining depends, more often than not, upon the day to day attitude of the rank and file members.

Our attendance at meetings, support of Union activities, participation in discussions, efficiency on the job, respect for each others rights as well as those of the employer, - these are things that are important in a trade union movement.

Let us become instilled with an enthusiasm for our cause, become conscious of our responsibilities, eager to attend meetings and assist on committees and then we shall be able to overcome any obstacles that rise in our path. We shall learn that adversity is a source of strength and to face up to adversity is to grow in stature.

Fraternally yours,

Press and Educational Committee,
E.R. Thomas - Chairman.

Not too long ago, representatives of Local 180 attended the Political Educational Seminar held in the City of Victoria in conjunction with Labour's Lobby of the Legislature. Just the other day, at a staff luncheon, they listened to Howard Conquergood, the Political Educational Director for the Canadian Labour Congress. And now we pause to wonder just where we are going in this rapidly changing world.

In spite of the protestations of many, we are fast moving from a free enterprise system to a system of planned economy. This is determined by automation and the gradual stepping up of production. Since all signs point to greater controls and regimentation, who is going to benefit from a system of planned economy? For whom is it being planned? Who is going to benefit from automation?

The forces of reaction already have their propaganda in operation to discredit the Labour movement. They know that the movement to beat is the Trade Union movement, whose members are fighting for a fair share of the national wealth, shorter hours, a better standard of living and a greater degree of security.

In the ranks of Labour a political consciousness is developing. A political awakening is taking place. We realize that we can no longer live in a dream world.

The House of Commons in Ottawa, and the various Provincial Legislatures across Canada, are important institutions whose members legislate on our behalf. We should see to it that representatives of Labour are elected to these institutions. We should be guided by our own sad experience in regimentation - the planning and directives of our own provincial government.

The various educational seminars being conducted by the Canadian Labour Congress and the B.C. Federation of Labour are filling a much needed requirement in our movement. Hospital workers are playing an important role and we hope to see more of our members taking advantage of these opportunities. Since we are among the first to feel the effect of a planned economy being perpetrated by a so-called free enterprise government, we need to be fully informed on all phases of political education.

LABOUR LOBBY.

A major highlight of the Political Education Workshop sponsored last month by the B.C. Federation of Labour was the lobbying of members of the B.C. Legislature by the trade unionists attending the workshop.

It was one of the biggest lobbies that had been staged in Victoria in recent years and the M.L.A.'s were asked to press for action on the following demands of labour:

1. That the Government discontinue the "hold the line" policies and directives of the B.C.H.I.S. which are responsible for freezing the wages of hospital workers.
2. That the Government take steps toward establishing a Provincial Health Insurance Scheme.
3. That there be no more "letter of the law" interpretations of claims under the Workmen's Compensation Act which deprive many workers of compensation for injuries.
4. That the Labour Relations Act be revised and labour groups invited to appear before the standing committee on labour to present submissions.
5. That there be an end to ex parte injunctions in labour disputes.
6. That government employees be given collective bargaining rights, and have the same rights and protection as the workers performing services through private undertakings.

Professor Dave Corbett gave talks explaining the governmental structure of Canada and how legislation is proposed and enacted at the three levels, Municipal, Provincial and Federal, and also why party politics are necessary under our system of government and the reasons for party discipline.

Interesting discussions followed Professor Corbett's talks.

Of the three parties in the legislature, Social Credit, Liberal and C.C.F., who were invited to send speakers to the workshop to explain their parties position on labour legislation the C.C.F. was the only group to respond.

GOOD GRIEVANCE PROCEDURE.

S.S. McDonald.

A/Business Manager

The dictionary defines a grievance as - "a sense of wrong or oppression; just or supposed ground of complaint of injustice, because of annoyance."

The best guide to good grievance procedure is common sense, keeping in mind that the more speedily we handle grievances, the better it serves the membership.

One point - often overlooked when an employee has a grievance, is the first step, namely, that the aggrieved employee first takes the problem to his or her foreman or Head of Department. Many times a grievance can be adjusted or explained by this step.

If no satisfaction is obtained, then proceed as follows:- see your Shop Steward or Grievance Committee, then put the complaint in writing and, from there on you will be advised as to what procedure to follow.

Where a hospital has no Shop Steward, or the employee finds he is having difficulty in being able to contact the Union Committee, he may contact the Union Office at Room 116, 307 West Broadway, Vancouver.

Companies have found that when they chose to ignore minor complaints, that the employees' morale goes down. Management as a whole are just as anxious to settle grievances as the employee, because anything that affects patient care is of primary concern to all Administrators.

Your Union will at all times, endeavour to get a satisfactory solution to all bone fide complaints. Remember, we are all working together - to foster the principles of our Union, dedicated to safeguarding and promoting the welfare of all workers.

NEW HOME FOR B.C. FED. OF LABOUR

On April First the B.C. Federation of Labour moved into its new offices at the corner of Manitoba Street and Broadway in Vancouver.

CONCILIATION BOARD AWARD.

A conciliation board recently handed down awards to the employees of White Rock Hospital which are now awaiting acceptance by the Hospital Administration.

HOSPITAL GUARDIAN DEADLINE - FIRST WEDNESDAY EVERY MONTH.

V.G.H. UNIT TIGHTENS ITS RANKS.

The laws of Local 180 require that all new members shall attend union meetings and take the oath of membership obligation as soon as possible after being accepted into the membership of the Union.

It has been noted, with much trepidation, that many new members are slow to appear for their obligations, in fact, a few are known to have been in our group for many months without having done so.

In view of the terrific battle that we are presently waging against the anti-labour wage freeze order of the Provincial Department of Health, and as preparation for pending negotiations, it is urgently necessary that we close our ranks and become a closely integrated unit that will be prepared to take care of any exigencies that may arise.

It was with this in mind, therefore, that the V.C.H. Unit executive committee at the last membership meeting announced that members who fail in their obligations to the Union shall not be entitled to the benefits of the Union and, in accordance with this decision, Death Benefit cards shall not be mailed to members as in the past but shall be handed to them when they take the membership oath as set out in the Constitution and By-laws of Local 180.

The struggle that is shaping up is so crucial that the members who are lax in their obligations will constitute, more than ever, a hazard to the interests of all of us.

Let us, each of us, determine to pull our share of the load to the best of our ability. Let us maintain our standing as members of our Union, attend as many meetings as possible, never wilfully wronging our fellow members or, if we can help it, allow them to be wronged. These are not difficult duties if we set our mind to them but they will pay terrific dividends in our efforts to better our standards.

It is imperative that we learn to subordinate our personal differences and prejudices to the interests of the whole. We should learn to bring our opinions and criticisms to be dealt with in the proper manner at the membership meetings and at all other times, in public and on the job, we should express our complete confidence in our representatives and in each other.

Such a genuinely developed unity of purpose among our members will gain us more benefits than could possibly be won by arguments across the bargaining table.

APRIL REGULAR MEETING.

Vancouver General Hospital Unit.

Wednesday, April 17th
at 8 p.m.

Labour Temple, 307 W. Broadway.

Please try to attend.

V.G.H. UNIT SICK COMMITTEE.

The V.G.H. Unit sick and Welfare Committee requests the co-operation of the membership in carrying out its duties.

If you know of any member who is off sick for more than three days will you please notify any of the committee members listed below.

By doing this you will help us to add to the comfort and well being of our members.

Any member wishing to join this committee will be more than welcome.

Johnny Basaraba	(Oxygen)
Phil Forsha	(Orderly)
Bill McCulloch	(Oxygen)
Jean Robertson	(Dietary)
Hugh Duff	(Orderly)
Jim Ballard	(Oxygen)

V.G.H. CHAIRMAN RESIGNS.

It was with regret that Brother Wm. McCulloch was forced by circumstances beyond his control to resign as Chairman of the V.G.H. Unit.

Royal Columbian Hospital Unit
is sponsoring a

D A N C E

Eagles Auditorium
New Westminster

Friday, May 10th.

Featuring:

Tonettes All-Girl Orchestra.

Refreshments, Door Prizes.
Dancing 9 p.m. to 1 a.m.

Admission 50¢

All Lower Mainland Units Invited.

KAMLOOPS CONTRIBUTES AGAIN.

The members of the Kamloops Unit of Local 180 have again made a generous contribution to the Queen Alexandra Solarium. The amount this time was \$105.77.

Good work Kamloops.

A NEW UNIT FOR LOCAL 180.

We welcome into the ranks of Local 180 the employees of the Matsqui, Sumas, Abbotsford General Hospital who recently won the right to bargain collectively with their employer.