

THE HOSPITAL GUARDIAN

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

VOL. II.

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No. 1

Modest Contract Gains Achieved Bargaining Team Wins Boost Of 5 Per Cent

Despite the current trend to economic uncertainty, Local 180 has continued confidently this year to improve wages and working conditions for hospital employees across B.C.

Modest gains have been achieved against a trend which has caused many unions to sign agreements calling for little or no upward adjustment in wages, fringe benefits or contract improvements.

The headquarters' negotiating team reports the gains have been made thanks to vigorous, realistic bargaining, conducted in an atmosphere of good faith on both sides of the table.

The general pattern shows hospital employees will enjoy wage increases totalling five per cent plus, for 18-month contracts.

The 1,600 employees of Vancouver General Hospital have approved a draft agreement which gives them a two per cent increase, and three per cent at New Years, plus improved holiday clause, grievance procedure and job classification.

Here are other features of the contracts now being finalized:

- Paid annual vacations of four weeks will be given employees after 12 years service in many hospitals, and after 15 years service in others;

- 18 days of sick leave, without loss of pay or seniority, accumulative to 120 days, is now a minimum requirement in most hospitals in the coastal region;

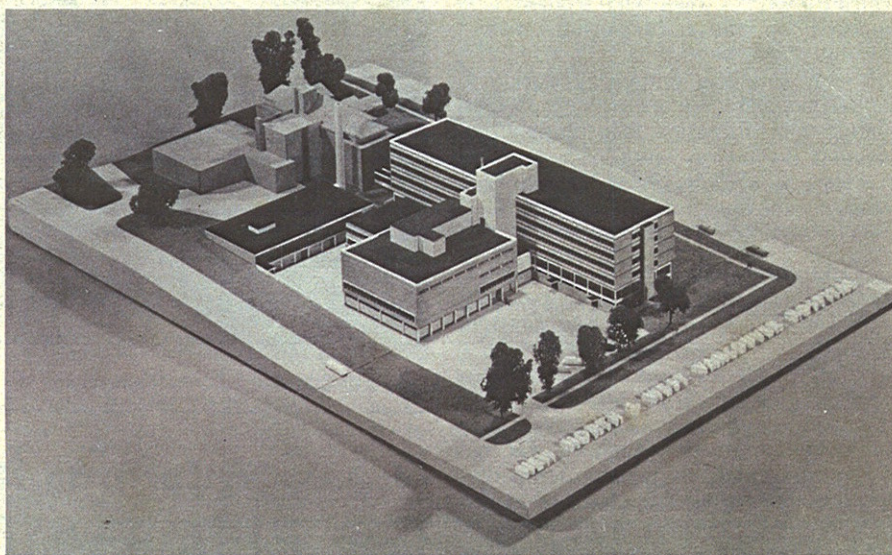
- Shift differentials have been increased and standardized;

- Union Shop clauses are now in effect in all contracts just finalized.

Business manager Bill Black commented that the negotiations now concluding represent the first effort by both the union and the B.C. Hospitals Association to enter into regional negotiations.

He said this trend could lead eventually to province-wide negotiations and

(Continued Page 2)



Lions Gate Hospital . . . Hope, Help and Healing

LIONS GATE HOSPITAL A REALITY — A FINE PLACE FOR GETTING WELL

After two years of construction and many years of planning, the brand new \$5 million Lions Gate Hospital in North Vancouver is now a reality.

Residents of the Vancouver North Shore now have one of the finest hospitals in Canada — a hospital not to be sick in, but a happy place designed for getting well. Here is hope, help and healing.

The Lions Gate Hospital is well equipped with these marvels of our technological age:

- Radio receivers are provided to fit the pockets of 100 doctors, department heads, and administrative personnel to enable instant communication anywhere in the building.

- Pneumatic tubes speed drugs and messages to any floor in seconds.

- Sterilization is performed by ultrasonic sound waves.

- Giant dishwashers and dryers ensure absolute cleanliness of eating utensils.

- Wall microphones enable two-way communication between patients and nurses.

- Conveyor belts from the ultra-modern kitchen speed service and provide patients with food that is actually hot.

Here is a hospital designed to facilitate consideration of the patient's care and comfort. There are no long rows of beds, no screens or lockers. Instead there are two and four bed wards. Furnishings and decorations are contemporary. Special lights over each bed allow patients to read without disturbing their roommates.

Underpillow radios are provided all patients who wish to listen to music or news. Ambulatory patients have a choice of indoor or outdoor solariums in which to relax and chat with friends or relatives, look at the scenery, or watch television.

The North Shore Ministerial Association has provided a small chapel — the first such chapel in B.C. in a non-religious hospital. Waiting rooms have been provided on each floor for anxious relatives and friends of those seriously ill.

Five of the seven floors of the 283 bed hospital are now ready for occupancy. There are five operating theatres that can handle 1700 major and 6,000 minor operations a year.

CONTRACT

(Continued from Page 1)

the long-sought standardization of hospital wages in B.C.

The present contracts were achieved through the development of bargaining teams in each geographical area.

"The success we have reached this year is certainly due to the calibre and sincerity of the men and women who worked on these bargaining teams," Brother Black said.

"I'm sure the pattern is clear and understandable. We are making a determined effort to ensure that the new bargaining procedures work."

Here is a rundown of regional contracts:

KOOTENAYS

The agreement calls for a two per cent increase now, and three per cent Jan. 1 at Trail, Rossland, Nelson, Creston, Cranbrook, Kimberley and Fernie.

There will be four weeks vacation after 12 years of service effective Jan. 1. A 50-50 contributory medical plan is to be instituted, job evaluation will be conducted on mutually agreeable terms during the life of the contract.

Shift differentials will be improved and standardized, callback provisions have been improved and standardized part time employees will receive fringe benefits on a proportionate basis, and Unemployment Insurance benefits will be instituted.

BURNABY GENERAL

There will be a three per cent wage increase now and two per cent Jan. 1. Four weeks vacation will be given after 15 years, union membership shall be a condition of employment, and Unemployment Insurance benefits will be instituted 'if and when' recognized by BCHIS.

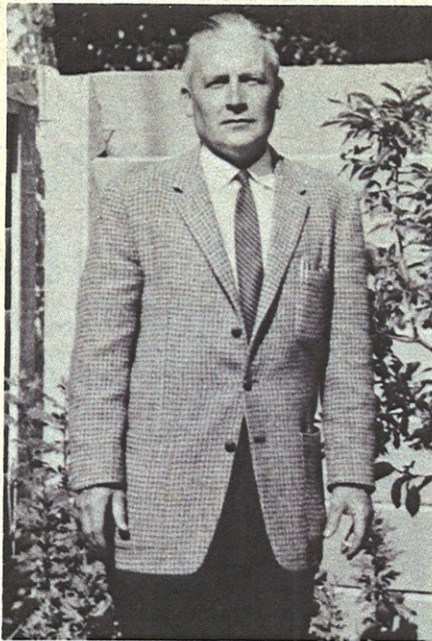
COAST REGION

There will be a one per cent increase now, and four per cent effective Jan. 1 at Royal Columbian, Grace, Lions Gate, Surrey Memorial, Powell River and White Rock.

Four weeks vacation will be paid after 15 years service (after 12 years at Powell River) and sick leave will be paid accumulative to 120 days. Hospitals will see that there is no loss of wages when employees are required to perform jury duty.

VANCOUVER GENERAL

Employees get two per cent now, three per cent Jan. 6. There will be four weeks vacation for members with 15 years service, and ten guaranteed statutory holidays a year. (This clause means that even should a holiday fall on a day off—as the Dominion Day holiday did this



AL COADY . . . he remembers

St. Paul's Member Performs Rescue

Mothers Day, 1961, will long be remembered by Al Coady, Vice Chairman of St. Paul's Unit.

Al, his son, and a friend were fishing about two miles from the Point Grey Bell-Buoy, when they saw another boat in the area explode and catch fire. Four people jumped overboard, but through the quick thinking of Brother Coady they were pulled from the water ten minutes later and rushed to Fishermans' wharf where an ambulance took them to hospital.

Treated for second degree leg and wrist burns was Mrs. Geraldine Lee, who was spreading the ashes of her deceased husband at sea at the time of the explosion. The three other people pulled from the water were uninjured. Their boat, the 24-foot inboard *Narwhal*, valued at \$8,000, burned to the water-line and sunk.

U.S. Companies Have No Monopoly On Pillaging The Consumer

The U.S. Justice Department is investigating widespread price fixing in the bread, milk, drug, meat and electrical equipment industries.

Already we know the results of the investigation into the electrical equipment industry, with seven executives serving jail sentences, 24 others given suspended prison terms, and fines totalling almost 2 million dollars.

Have Canadian Industries been blameless of price fixing? Let's take a look at the record:

179 Canadian Companies convicted under the Combines Act and Criminal Code Infractions, with fines totalling over \$1,000,000.00 during a nine year period. Fines ranged from \$1.00 in October, 1955, levied against the Retail Merchants Association of Canada Inc. to a high of \$25,000.00 levied against the Eddy Match Company in October, 1951.

These companies provide the food you eat, the products you build your

year—employees will get compensation time off or extra pay).

The procedure for shop stewards has been strengthened so that employees with grievances can be interviewed at their work. Job categories which presented anomalous situations have been reclassified, with increases ranging from \$5 to \$20 a month for those concerned.

home with, the tires you run your car on, the paper you read, the clothes you wear, and the fuel you use for cooking and heating.

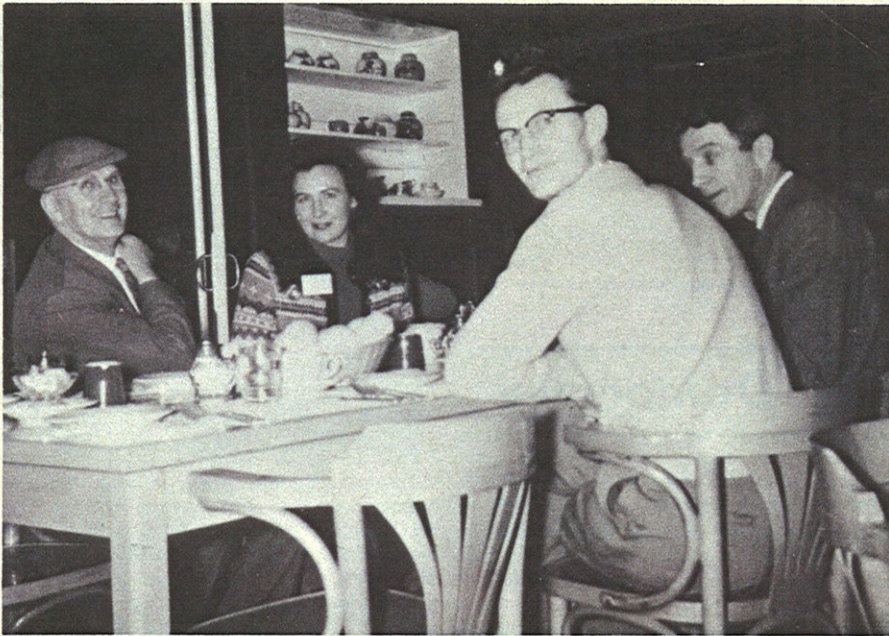
And what of the retail merchant? Some retailers advertise "Floor Sample Sale" when they mean repossessed merchandise; "Special discount lines" when they mean seconds or substandard articles, and "Free Trial Offer" when they want to gain entry to your home to give a demonstration.

We have also the merchant who advertises "Buy a Suit and get an extra Suit Free". He couldn't stay in business unless he sold his merchandise at double its real value, or is selling inferior clothing that isn't worth half the price in the first place.

Do you really get an extra \$400.00 from the Used Car Dealer who advertises "If your car is worth \$700.00 we will give you \$1,100.00 for it," or does he merely increase the price of the automobile he sells you by \$400.00 or more?

Price fixing, dishonest advertising, and misrepresentation are serious breaches of business ethics that cost YOU money.

Canadians spent \$886 million on alcohol in 1960, plus \$729 million on tobacco products. The total bill for all kinds of hospital care was \$796 million, plus \$381 million for doctor and dentist bills.



Seen relaxing at Local 180's seminar at Parksville are, from left to right, Alex Paterson, Financial Secretary; Mrs. Del Holmes, Vernon Unit; Johnny Weisgerber, St. Paul's Unit; and Bill Murray, St. Paul's Unit.

Parksville Seminar Stresses Practical Side of Union Affairs

Theory is all very well, but students who attended Hospital Employees Union second annual Educational Seminar at Parksville earlier this year found it was more practical to face up to real life situations.

The idea of substituting real grievances and real meetings for dry-as-dust lectures was well received. The seminar was declared a success by all who attended.

Provincial President J. Fleming welcomed the students and then work began in earnest.

Brother Dan Radford quickly had his students conducting meetings, making motions, raising points of privilege and points of order. Parliamentary procedure

is the basis of all good unionism, and the enthusiastic response of his class indicated clearly that the students approved of this method of instruction.

The Shop Steward section processed actual grievances, with students acting as members with grievances, as shop stewards and as employers.

The course was limited to these two basic subjects in order to allow time for practical drill.

The seminar wound up with a social and entertainment program, and an address by Brother Bill Black. He outlined our growth from a single unit, and projected us into the future and the day when every hospital in B.C. will be covered by a master contract.

HE CONTRIBUTED TO OPERATION

ALERT BAY—Gerry Weir was laid out on an operating table ready for surgery when a transformer fire cut off power in the hospital.

He jumped from the table, grabbed his pants and spurs, climbed the pole, put the fire out, got the lights back on and returned for the operation.

Mr. Weir is district manager of B.C. Power Commission and just about the only person in the small logging community that could deal with the situation.

The operation on a fractured rib was a success.

Peter Kraus Retiring

After 33 years of service Brother Peter Kraus is retiring from hospital work. He has been a member of Local 180 since its inception in Chilliwack General Hospital.

Brother Kraus has this advice for all hospital workers: "Like all people, especially the old, no matter what their creed, nationality or colour. Remember, you are giving help and comfort to fellow human beings."

Members of the Chilliwack Unit extend to Brother Kraus their best wishes for a long and happy retirement.

Employment Is Worth the Price — Coyne

"It seem to me only common sense, when considering the economic, social and personal problems of unemployment, that no price is too great for the community as a whole to pay in order to achieve full production and reduce unemployment to the lowest possible level," stated James E. Coyne, Governor of the Bank of Canada, in his annual report for 1960, released last month.

He added that it should be unnecessary to explain that he was speaking of an economic price.

"There is no financial obstacle to the carrying-out in a non-inflationary way of any program which is physically possible, if the community is willing to make the appropriate arrangements and put into effect whatever changes in the use of physical resources and changes in the distribution of real incomes may be involved in such programs," he continued.

Mr. Coyne rejected the use of inflationary methods for producing full employment. "Inflation itself is one method of inducing changes and adjustments in the use of physical resources and in the distribution of real incomes—but there must be more equitable and efficient ways, better ways of sharing the real costs and ultimate benefits of full employment policy and other constructive economic and social policies," he said.

Referring to the large volume of foreign investment in Canada during the period 1949 to 1960, Mr. Coyne questioned the view that economic growth would have been slower and the standard of living lower without this investment.

"The nature of our development might have been somewhat different, but I believe a higher average rate of employment could have been maintained, and more growth of total employment and of production of goods and services in Canada could have been achieved with much less reliance on a net increase of foreign investment in Canada if Canadian policies had aimed at such a target in the past, and could be achieved by Canada in the future if Canadian policies are in future aimed at such a target."

"In particular, investment in human capital can at times do more for growth of output than investment in physical capital," Mr. Coyne argued, contending that money spent on higher education, technological development and training, scientific research, and so on, might produce more rapid economic expansion "than can be achieved merely by straining for more and more physical investment whether provided by foreign investors or otherwise."

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BROADWAY PRINTERS LTD.

Hunger Chief Foe of Democracy

The sands of time are running out.

A race between conscience and catastrophe, with Death holding the stopwatch — that's our situation today. If we human creatures don't learn to live together, and overcome the conflicts of creed, color, nation, and our own selfishness — we won't live at all.

Before we begin to wonder about spacemen, we must learn to dwell amicably with earthmen.

An urgent example of this challenge is the right of everyone to a job, without handicap of race, color or creed.

If a man's value to an employer is limited by the birthplace of his parents, the blackness of his face, or the name of his faith, this basic right becomes meaningless.

A job means life, security and self respect for one's family. The right to work in a job according to capacity and character is no less fundamental than the right to worship according to conviction.

When people are thrust into low scale wages, poverty, frustration, for no other reason except an accident of birth, then entire classes are doomed, damned and disinherited; we achieve then only a caricature of democracy.

THE FLEMING BUDGET

Rob The Poor To Pay The Rich

"Give us this day our daily bread." This plea from the Lord's Prayer will be repeated over and over again by the unemployed, the underemployed, the old age pensioner and others on fixed or low incomes as a result of the recently proposed federal budget.

Finance Minister Fleming is scuttling an already foundering Canadian standard of living by increasing the cost to the consumer of vital daily necessities such as food, clothing, and manufactured goods.

Devaluation of the Canadian dollar to 95 cents will skyrocket interest rates as high as 10-12 per cent on millions of dollars worth of outstanding current foreign loans, all of which the Canadian taxpayer must eventually pay.

A lower rate of exchange on Canadian currency is not a "cure all" in itself, as the Finance Minister suggests. He must know that without compensating factors to prevent a spiralling cost of living, the federal government is in effect robbing the poor to pay the wealthy.

Mr. Fleming, hoping for a 3 per cent increase in the gross national product to

provide greater employment opportunities, fails to recognize the general 3 per cent annual increase in productivity because of automation will provide this increase without any appreciable decline in unemployment. (The labor movement has no quarrel with automation, but suggests that the machine that replaces the man, must support that man.)

If government fiscal policy continues to make no provision to put into the worker's pocket the benefits of automation, nor provide persons living on a pension or a fixed income with the means whereby they can meet the increased living costs caused by government policy, then the Canadian economy will continue to stagnate.

Unless there is a new policy, this winter will see the complete depletion of the Unemployment Insurance Fund, which, from holdings of \$926,777,000 in December, 1956, had fallen to \$365,892,000 by March 31, 1960, and dropped even further to \$185,437,165 by March 31, 1961.

To many millions of Canadians the 1961-1962 budget is a disappointment. We hope it won't prove to be a disaster.

RALPH CHAPLIN'S LABOUR SONGS LIVE FOREVER

By CY HARDING

To all but a very few, the name Ralph Chaplin means nothing today, except perhaps the recollection that he was the author of *Solidarity*. Yet in the first twenty-five years of this century his name was one to conjure with. Joe Hill, Gene Debs and Big Bill Haywood were his contemporaries and friends.

Ralph Chaplin was a "Wobbly," a member of the controversial labour "direct action" movement of those years. He was also a master of the art and craft of poetry, using the sonnet to bring to the world the message of the 20th century.

To those of us fresh from Flanders with the hope and determination to make a new and better world strong in our hearts, Ralph Chaplin was "our poet," even though we rejected his labour philosophy. In sleigh, hayrack and barn loft we sang his songs and recited his sonnets. One of them stands out in my memory. It could be not only his own epitaph but that of our "lost generation," for in twelve short lines he embodied the pain and frustration of all young idealists whose dreams die hard:

"Mourn not the dead who in the cool earth lie
dust unto dust,
The warm, sweet earth will mother all who die,
as all men must;
Mourn not your captive comrades,
too strong to strive,
Within each steel-bound coffin of a cell
buried alive;
But rather mourn the apathetic throng,
the cowed, the meek,
Who see the world's great anguish and its
wrong,
and dare not speak."

Members of Local 180 were shocked by the sudden death of Brother Roy Underwood, a charter member of the Trail Tadanac Unit.

Brother Underwood was chairman of the Trail-Rossland-Castle-gar Region and represented the Trail Tadanac Unit on the 1961 Kootenay Regional Bargaining Committee.

Roy Underwood's amiable manner, his interest in helping people, and dependable leadership will be missed by his friends in the labor movement.

He is survived by his wife and two daughters.



HARRY BAXENDALE

"Half A Century In Hospital Work"

After more than half a century in the hospital field, Harry Baxendale, Administrator of the Burnaby General Hospital, has retired.

Mr. Baxendale's Burnaby General Hospital was the first this year to negotiate a new contract with Local 180. It is not suggested that negotiations this year were unduly "rough," but on June 29 Mr. Baxendale left on the Oriana for England and will be away about five or six months for a well earned rest and holiday. We wish him "bon voyage."

Mr. "B," as he is known to his associates, started his hospital career as a Sick Bay Attendant in the Royal Naval Reserve during the First World War. He served with distinction on various ships and was at Gallipoli during the first invasion.

Active in the St. John Ambulance Corps since before the First World War, he has received a number of awards in recognition of outstanding contribution to the Order.

In 1918 he received the St. John Grand Prior's Badge of office. In 1954 he received a similar Canadian Award. In May, 1956, he was appointed a Serving Brother of the Order of St. John.

Prior to the opening of the Burnaby General Hospital, where he was responsible for the staffing and equipping of the brand new hospital, Mr. Baxendale was administrator of the King's Daughters' Hospital in Duncan. Before that he was administrator of hospitals at Alert Bay, Pender Harbor, and Rock Bay.

Mr. Baxendale has been secretary of the Upper Vancouver Island Hospital Regional Association, president of the Lower Mainland Hospital Regional Association, and is presently an executive member of the B.C. Hospital Administrators' Association. He has just received the first honorary membership ever awarded by that group.

OUR READERS *Say:*

I wonder how often we as union members consider how important simple acts of appreciation are in keeping our organization strong and active?

Appreciation is so easy to give, and yet it is so seldom offered to union members and their families. We all know that we tend to avoid people, places or groups where we feel we are not appreciated. This is only natural and human.

And this applies not only to union members, but to their families. Very often you find that somewhere behind a hard working union member there is a wife who is sold on the union, who appreciates the job her husband is doing, and what the union is doing for her and the other wives. If a wife admits with reluctance the role of the union, there will be constant pressure on the husband to become inactive.

Socials and picnics are good fun and good policy. They afford an opportunity of selling the need for our union, of bringing members' families into the wider family of the union. They also provide the right atmosphere for the spirit of appreciation mentioned earlier.

In the smaller units a letter to the local paper mentioning names of those who participated in such events is a good builder of goodwill.

Uncertain conditions lie ahead, with the possibility of more and more restrictive legislation. It behooves us to use every effort to build a strong, well-balanced team to be ready for whatever faces us.

Confusing, But . . .

Man comes into the world without consent, and leaves it against his will. During his stay on earth his time is spent in one continuous round of contraries and misunderstandings.

In his infancy, he is an angel; in his boyhood, he is a devil; in his manhood, he is anything from a lizard up; in his duties, he is a fool. If he raises a family, he is a chump; if he is a poor man, he is a poor manager and has no sense; if he is rich, he is dishonest, but considered smart. If he is in politics, he is a grafter and a crook; if he goes to church, he is a hypocrite—if he stays away from church he is a sinner; if he donates to charitable institutions, he does it for show—if he doesn't he is mean.

When he first comes into the world, everyone wants to kiss him—before he goes out they want to kick him. If he dies young, there was a great future before him—if he lives to a ripe old age, he is in the way, and few want him.

So life really is a peculiar proposition after all.



DR. LAWRENCE B. JACK

"Rough and Tough But Earns Respect"

MEET THE MANAGEMENT: This issue we meet Dr. Lawrence B. Jack of Vancouver General Hospital, rough and tough in the old tradition, yet sensitive to the needs and desires of working men and women.

Dr. Jack has earned the respect of both employers and employees for his integrity and fairness in bargaining.

A skilled and formidable opponent at the negotiating table, Dr. Jack, was the spokesman for VGH during this year's negotiations with Local 180.

Economist, businessman, scholar, and community leader—Dr. Jack's interests are extremely diversified. He was recently elected chairman of the Board of Trustees of the Vancouver General Hospital. He is Director of Budgeting and Control for the B.C. Electric, and has served with this firm in various capacities since 1945. Prior to his association with the B.C.E., he was an Economist with the International Labour Office; and Economist with the Sun Life Assurance Co., and in 1937-38, he served on the research staff of the Royal Commission on Dominion-Provincial Relations.

In 1956 he was one of Canada's representatives at the Duke of Edinburgh Commonwealth Study Conference, held at Oxford.

Dr. Jack received his B.A. degree in Economics from U.B.C., his M.A. degree in Economics from the University of California, and he attended Oxford University, England, as a Rhodes Scholar, where he received his B.A. degree in Law. He received his Doctor of Philosophy degree from McGill University, and Management Training at Columbia University's Graduate School of Business. He is Regional Vice-President of the Northwest Chapter Society for Advancement of Management.

THE C.U. & C. STORY

Co-operation Pays When Disaster Strikes

By JEAN PATTISON

The long nightmare of the Smith family began a year ago when six-year-old Brenda collapsed during classes at her Fraser Valley school.

Next day the doctor spent a full hour with Brenda and her mother in his office, then referred them to a specialist for tests and consultations. These disclosed a defect in Brenda's heart, undetected since birth, which could mean at best the life of a semi-invalid for the little girl; at worst, an early and painful death.

Bill Smith (this is not his real name) is a hospital orderly. He and his wife have worked hard to establish a home for their four children; Brenda is their only daughter. Life has not been easy, but it has been very happy. The one thing that bothered them was that, except for a few shares in the local credit union, they had no cushion of savings to fall back upon should disaster strike. Mortgage payments and food left very little, and household savings usually went for children's clothes.

They Are Lucky

Today Bill Smith will assure you that he is a lucky man, and Brenda a lucky little girl. True, she must go into a Vancouver hospital soon for an operation which will decide her destiny. But she is lucky because she is one child among many whose heart defect can be corrected. She will have the benefit of surgical techniques which were unknown a few years ago.

Bill will tell you that he is lucky in that his deep concern for his daughter has not been aggravated by having to worry about where the money was coming from to save her life. He will show you his C.U. & C. membership card. It was only two years ago that his union local fought for and won prepaid medical care as a fringe benefit.

It has come forcibly home to Bill just what happens to the \$9.00 paid to C.U. & C. Health Services Society each month in his name. As a hospital employee he is well aware of what goes on around him every day. He knows that soon a highly skilled team of surgeons, anaesthetists, a pediatrician, an internist and the family doctor will take Brenda's life into their hands and correct one of nature's most dangerous flaws.

Also, he has estimated that if he had to pay for all this himself, he would need almost \$2,000.

Bill Smith just doesn't have that kind of money, or sources of credit.



Protection Vital

In the long and bitter battle for fringe benefits for the union worker, one of the last and yet most important to be recognized is medical insurance. Of what use are higher wages which permit a man to accumulate modest savings, if such savings can be wiped out overnight by a disastrous illness or accident in his family?

Like all other products and services, the cost of medical care has risen sharply in the past 20 years, and without some protection against such unbudgeted expenses, the worker risks financial ruin.

Over the years the plight of the hospital employee in meeting his medical costs has been of real concern to Local 180.

Local 180 investigated all prepaid medical care plans and unhesitatingly recommended that C.U. & C. coverage be written into each new contract. Today 90 percent of the hospitals in the province have C.U. & C. for their lay workers.

As more and more hospital groups came into the Society, Local 180 officials and C.U. & C. management arrived at an unwritten agreement whereby the claims cost experience of all hospital employees would be spread over all groups throughout the province and not applied against

their individual units when computing rates. The success of this agreement is evident in the fact that hospital employee groups now have the lowest rates for their medical coverage of any category of worker with similar comprehensive protection in B.C.

Brother's Keeper

Bill Smith knows something about economic co-operation. Through the efforts of Local 180 he and his fellow workers have been able to pool a certain sum each month which will be available to pay expenses should one of them become sick. In effect, he has become his brother's keeper.

Then, by joining with all the other groups of hospital workers through C.U. & C., an even larger pool of funds is created, making it all the easier to meet major medical expenses, such as the cost of Brenda's operation, as they arise.

One night Bill Smith and his wife looked at their situation from a different angle: supposing he had no C.U. & C., and supposing that he could only pay for Brenda's treatment at the rate of \$9.00 a month which is the amount of his C.U. & C. dues. Exclusive of interest, Bill figured it would take him 18 years to pay off the debt.

EDITORIAL

B.C.'s Public Hospitals

An editorial which appeared in the *Daily Province*, Friday, June 9, 1961 is worth reprinting for the benefit of our public hospitals.

"THE POTS CALL THE KETTLES BLACK . . . Before management does any more criticizing of labour for pricing Canadian products out of world markets it should make sure that it isn't an even worse offender.

Eric W. Kierans, president of the Montreal and Canadian Stock exchanges told the Winnipeg Chamber of Commerce that Canadian industry is "over-managed and over-administered" and that this is responsible for much of the high cost of Canadian products.

Mr. Kierans declared that a great deal of the blame placed on labour for the high price of Canadian goods is unfounded and that industrial leaders who frequently make the charge should check administrative costs.

These it was explained have shown an overwhelming increase. A recent study by the department of labour disclosed that between 1949 and 1959, the number of production workers in manufacturing rose by nine per cent, but clerical staffs in the same industries jumped 56 per cent and their total salaries nearly tripled. Expanding management and administrative functions," Mr. Kierans observed. " . . . would seem to be more responsible for higher costs than wage increases." He suggested Canadian businessmen who are fond of comparing Canadian and Japanese wage rates should also compare administrative and selling costs. One Japanese firm making petro-chemicals, and electrical products was able to keep its overhead costs down to about one quarter of such costs in comparable American and Canadian firms.

In North America, Mr. Kierans said this growth of layer upon layer of management groups results not only in higher costs but also in "excessive and maladministration," and the smothering of enterprise and initiative . . . "

Rigid BCHIS Control

Our hospitals are budget conscious. This is brought about by the tight control that is exercised by the B.C. Hospital Insurance Service.

The reviewing by B.C.H.I.S. officials of hospital staffing requirements is so thorough, one hospital was recently informed it was overstaffed by one half of one employee — this during a time when our membership charges that they are being speeded up and overworked; that Contracts are broken; that Labour Statutes are ignored; that workers are worked seven, eight, or nine days, without a day off; and that Overtime provisions are often forgotten.

It is beyond us how management expects to get efficiency from an over-tired and exhausted worker — a worker full of frustration.

We hear some fine phrases tossed around from time to time, such as "good patient care," or "optimum patient care," but we have a feeling the patient, like the hospital employee, is becoming merely a statistic to the B.C.H.I.S.

Too Costly?

From time to time there are statements to the effect that "our hospitals are becoming too expensive," that we are "pricing ourselves out of existence," and "the taxpayer can't stand the cost of the operation of our hospitals." This is just plain hogwash and is not borne out in fact.

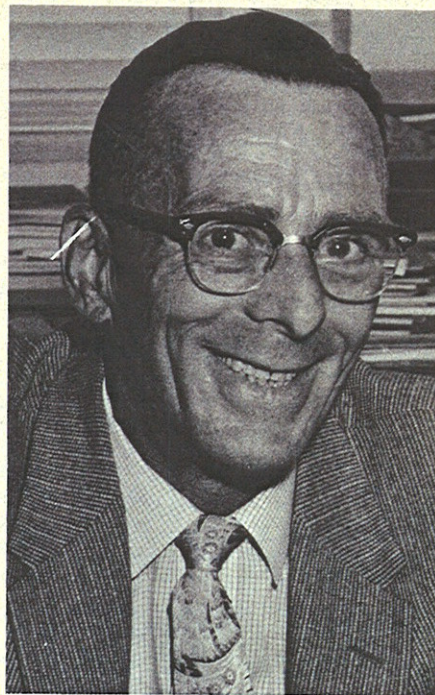
With all of the Americans "know-how," they can't run their hospitals as cheaply as we are operating our B.C. Hospitals, and if some of our readers think this is a mis-statement, just be admitted into a hospital in Seattle or any place in the Pacific Northwest, south of the border, or in the state of New York, and you will pay anywhere from \$30 to \$50 per day for hospital care.

In streamlining service it is always the production or lay worker that goes on the chopping block. All our researching — all the information that we can gather, points out the fact that there are less employees per 100 patients in British Columbia than in any other province in Canada. As for the costs of operating our acute general hospitals, the citizens of the province of B.C. receive better service for their dollar, than in any other place on the North American continent.

More Generals Than Privates

The hospital worker is not unaware of the tendency in some of the large hospital institutions toward "empire building" — towards a "Mexican Army" type of operation where you have more Generals than Privates, where you have Department Heads, and Assistant Department Heads; where you have Supervisors, and the Supervisors have to have Assistant Supervisors, and the worker gets a kink in his neck watching the multitude of "little bosses."

In the opinion of some of these "little bosses," it is an indictable offense for the lay employee to belong to a trade union. We suggest they get off their high horse, get off their barricades, and try a little co-operation and understanding. They might be amazed at the results, for after all, their bread and butter, their security, and their pensions are dependent upon the activities of the production or the lay worker and the activities of the trade unions.



W. M. (BILL) BLACK

Bill Black Elected Director C.U. & C.

Elected as a Director of the C.U. & C. Health Services Society at the Annual Meeting of the Society, was Bill Black, Business Manager of Local 180. Brother Black subsequently received an appointment to the Board of Administration of C.U. & C.

The fastest growing medical coverage society in B.C., C.U. & C., is experiencing an upsurge in interest and growth since extending coverage to agricultural groups. During the months of May and June of this year, the growth rate has shown 500 new members each month.

Tommy Says:

"Where is our sense of value when — we spend more money in advertising than we spend on education; we spend more on cars than we spend on the roads on which they run; we spend twice as much on tobacco and alcohol as we spend on medical care."

"Man has learned to fly like a bird, swim under the water like a fish, bore through the earth like a mole, but has not yet learned to walk like a man."

"We can have a totalitarianism of the left, just as we can have a totalitarianism of the right. We had better watch our step, because 'dress shirts' can be just as dangerous as the Fascist brown or black shirts."

—Excerpts from a speech by Premier Tommy Douglas of Saskatchewan.

Eric Martin's Ghost

Old practices and old habits die hard. Hospital workers went through the period of the deep freeze and the hold-the-line policy which was instituted by the British Columbia Hospital Insurance Service.

Hospitals are supposed to have their own autonomy. In the past it has been stated that the Minister of Health and Hospital Insurance may not actually appear at the bargaining table, but his ghost is around.

This year, Local 180, in conjunction with the B.C. Hospitals' Association attempted realistic regional bargaining, bringing all our contracts to a common end-of-the-year termination date and permitting hospitals in the future to negotiate pursuant to Chapter 42 of the Hospital Act.

Bargaining was conducted in the spirit of good labour relations. Bargaining was conducted in good faith.

Apparently the "Minister" doesn't understand Queensbury rules and once again Hospital workers are confronted with political interference, with government pressure. When so-called autonomous bodies were in the midst of negotiations, the "Minister" directed a hold-the-line communication to the Chairmen of Hospital Boards throughout the province. In doing this he was taking advantage of the fact the government has representatives appointed to the various Hospital Boards. Yes, Honourable Minister of Health and Hospital Insurance, your ghost was there, and no one in the hospital field appreciates being walloped below the belt. The contribution from your Department is not conducive to good labour relations.

Langley Unit Elects

LANGLEY — Mrs. F. Burden is 1961 chairman of the Langley Memorial Hospital Unit of the Hospital Employees Union.

Vice-chairman is G. Edge, T. Smith is warden, and Mrs. A. Robbins is conductor. Trustees for 1961 are Mrs. M. Tuttle, G. V. Hay, and R. Johnston.

H. L. Moore, who begins his eighth year as secretary of the unit, received a presentation from members at the conclusion of the elections.

Three per cent of the Canadian labor force are hospital employees. The number of hospital employees has increased by about 88 per cent since 1948.

Regional Negotiating Teams

Bill Black, negotiating committee spokesman, credited much of Local 180's satisfactory progress at the bargaining table this year to the assistance given him by the regional negotiating teams, and his negotiating secretary, Mrs. Mary Black. Here is a list of the members who constitute the various teams:

KOOTENAYS

Cranbrook, Mrs. Beryl Molander; Kimberley, Mrs. Madeline Dietrich; Creston, Ed. Dwight; Trail, Mrs. Margaretha Uzeloc; Rossland, Roy Underwood; Nelson, Russ (H. R.) Cole; Fernie, Richard Candy.

LOWER MAINLAND

Grace Hospital, Mrs. V. Blatchford; Lions Gate, Mrs. M. Simpson; Powell River, L. G. Hawk; Surrey, Barney Baines; White Rock, Ken Harris; Royal Columbian, W. D. Black.

OKANAGAN

Vernon, Albert Tetz; Kelowna, Mr. Epp; Kamloops, Mrs. C. E. McInnes; Penticton, Mrs. Phyllis Battiste; Revelstoke, Mrs. Ivy Smith.

BURNABY

Vic Brier and B. A. Morris.

VANCOUVER GENERAL

Jimmy Ballard, Wally Fedak and Hugh Duff.

THE NOTICE BOARD

WIENER ROAST

RACES ... PRIZES
REFRESHMENTS

SATURDAY, JULY 22
2:00 P.M.

Cedar Grove Park

Sponsored by ...
Chilliwack Unit

10th Annual VGH FISHING DERBY

SUNDAY, AUG. 13

at
HORSESHOE BAY

Contact Sports Committee
for Entrance Fees & Prizes

DANCE ... SATURDAY, SEPT. 30

8:00 P.M.

CANADIAN LEGION HALL
49th and Fraser

SPONSORED BY V.G.H. UNIT

SMORGASBORD DINNER DANCE

SATURDAY, OCTOBER 14
8:00 P.M.

Polish Hall, 4017 Fraser Street

MEMBERS \$1.00

GUESTS \$3.00

Sponsored by St. Paul's Hospital Unit