

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION 180

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No. 4

CONVENTION ISSUE

For Next Two Years

H.E.U. CHARTS COURSE OF ACTION

The Hospital Employees' Union held its 8th Biennial Convention in the Coach House Motor Inn, North Vancouver, during the week of June 26th to 29th. 189 delegates from 73 hospitals throughout the province went through four days of vigorous debate in considering Constitutional Amendments, Resolutions and various Reports.

HEAVY WORKLOAD

The delegates to the Convention had a very heavy workload of business to consider. There were sixty-one Constitutional Amendments and thirty-nine Resolutions which had been forwarded to the Provincial Office and were repro-

duced in a Convention Kit. Besides Constitutional Amendments and Resolutions, the delegates heard Reports from the Financial Secretary, the Secretary-Business Manager and the Bargaining Committee.

After considering all the business brought forward before the Convention, twenty-five Constitutional Amendments were passed and thirty-six Resolutions were also given endorsement.

CLEAR MANDATE

The delegates discussed at some length political involvement, affiliation and other matters and passed various Resolutions that should provide a clear

mandate to the Union in terms of its philosophy and policy for the next two years.

ELECTION OF PROVINCIAL EXECUTIVE

On the fourth day of the Convention, the delegates elected a Provincial Executive consisting of seventeen elected positions and eighteen alternates. The pages which follow will outline the non-confidential business of the Convention.

Shown below is Wally Fedak, 1970-71 First Vice-President at the Speaker's Podium and delegates listening or preparing to speak from the microphones that were on the floor of the Convention.



1970-71 First V.P. . . .
"Bargaining Rights Threatened . . ."



189 Delegates from 73 hospitals listen with concern.
Delegates prepare to to speak from floor.

FIRST DAY—CONSTITUTIONAL AMENDMENTS

The first day of Convention was taken up primarily with Opening Ceremonies and Recommendations of Concurrence or Non-Concurrence by the Constitutional Amendments Committee . . . Following Civic and Fraternal Greetings, the Convention launched into consideration of the Constitutional Amendments which had been put forward by the various Units. The Union's Constitution and By-Laws determine the Structure and Conduct of the Union.

The Constitutional Amendment Committee was composed of the following Brothers and Sisters: Mrs. Marion Perry, Chairman (Kelowna); Mr. Tom Ah Yee, Secretary (Nelson); Mrs. Blanche Pearsall (Maple Ridge); Mrs. Sybil Hollobon (Duncan); Mrs. Sylvia Cranston (Fort St. John); Mr. Harold Wright (Vancouver General).



Much work in preparing for the Convention was done by the various Committees in Pre-Convention Meetings such as the one shown above wherein the Committees considered the proposals submitted by the Units and made decisions regarding concurrence or non-concurrence to be put forward to the Convention.



Shown below are the Delegates considering the Amendments and the Recommendations of the Constitutional Amendment Committee.



In considering the Recommendations and Proposals, Delegates often referred to the Constitution to see what effect a change would have to the over-all provision and subject as provided in the Union's Constitution and By-Laws.



CONVENTION BANQUET

On the evening of June 26th, the Union held its Banquet Dinner. Entertainment and dancing appeared to be enjoyed by all.



Shown above is a portion of the Head Table which includes invited guests among whom are former Secretary-Business Manager, W. M. Black and his wife, Mary, and former Provincial President, Mr. John Fleming and his wife, Uriele.



SECOND DAY — CLOSED SESSION

The second day was a Closed Session and therefore was not open to the News Media or Guests of Delegates. The purpose of the Closed Session was to discuss matters of Internal Security and the Financial Affairs of the Union.



Shown above is John Darby, Financial Secretary, giving his Financial Report for the years 1970-72. To the extreme right is Mr. Martin Greenwood of Gardner, McDonald & Co., Chartered Accountants, for the Union.



Shown above are three Trustees elected at the 1970 Convention who are responsible for checking the books and financial affairs of the Union. The three Trustees were Miss Irene Laundry, Mr. Phil. Sevin, and Mrs. Gwen Parrish. Also seated is Mr. W. D. Black, Provincial President. The delegates to the Convention had prepared audited Financial Statements to consider and approve.



Secretary-Business Manager's Report

Following the Financial Secretary's Report, the Secretary-Business Manager, R. S. McCready, then gave a full report of the activities of the Union over the past two years.

Bargaining Committee Report

Following the Secretary-Business Manager's Report, the Union's Bargaining Committee which was elected at the last Wage Policy Conference, then gave a report of their experiences and opinions in the latest round of bargaining.



Shown above are members of the Bargaining Committee giving a report to the Convention with recommendations for immediate and future consideration. From left to right they include: Mr. Albert Tetz (Vernon), Mr. Larry Richards (Vancouver General), Mr. Pete Endres (Victoria), Mrs. June Murdoch (Trail), Spokeswoman, and Mrs. Peggie Heinze (Prince George).



Guest Tour

While the Convention was in Closed Session, the Guests of Delegates went on a tour of the Vancouver Harbour and North Shore area. The tour, which was sponsored by the Vancouver General Unit, included a Harbour Cruise and ride on the Gondola to the top of Grouse Mountain. The tour also included luncheon at Trader Vic's in the Bayshore Hotel.

THIRD DAY — RESOLUTIONS

The third day of the Convention was spent considering the Resolutions put forward by the Units or raised by the delegates on the Convention floor. Resolutions are Statements of Policy to the Provincial Executive and the Provincial Office Staff.

The Resolutions Committee was composed of Sisters and Brothers: Mrs. Berthe Hall, Chairman (Kamloops); Mr. Wm. Hasselaar, Secretary (Port Alberni); Mrs. Eva Ganner (Vancouver General); Mrs. May Petrie (Campbell River); Mr. Earl Robinson (Lions Gate) and Mrs. Lee Sumners (Prince George).

Below are some of the Resolutions which were endorsed by the Convention:

POLITICAL INVOLVEMENT:

WHEREAS, the Provincial Government is giving every indication that it intends to become more directly involved in the operation of the Acute General Hospital, and,

WHEREAS, Members of the Hospital Employee's Union have already been victimized by Government interference into the normal bargaining process.

THEREFORE BE IT RESOLVED, that the Local Union set aside a sum not to exceed \$10,000 annually for the purpose of political education and political advertising.



Shown above the members of the Resolutions Committee which made recommendations of concurrence or non-concurrence to the various Proposals by the Units.



The Convention then considered the recommendations of the Committee and had the opportunity to debate the recommendations and the Resolutions from the floor. The Resolutions ranged from Political Action to matters of Special Interest to the Union, or General Social Concern.



DAY CARE CENTRES:

THEREFORE, BE IT RESOLVED, that the Units of H.E.U. do a survey to determine the extent of this need and that the Provincial Executive then determine how next to proceed in the establishing of Day Care Centres.

AND BE IT FURTHER RESOLVED that H.E.U. petition the Government to provide such a service and cover complete cost for the sole support parent.

GENERAL CONCERN — NUCLEAR TESTING:

THEREFORE, BE IT RESOLVED, that H.E.U., Local 180, immediately send a telegram to Prime Minister Trudeau, asking him to convey to the people of France, in the strongest terms, our complete displeasure with this recent resumption of nuclear testing.

FOURTH DAY — ELECTION OF PROVINCIAL EXECUTIVE

The fourth and final day of the Convention was spent primarily in the Election of Officers to carry on the business of the Union for the next two years. The Provincial Executive is an extension of the full Convention and is bound by the direction and resolutions endorsed by that Convention.



Shown above is Provincial President, W. D. Black, opening nominations for the seventeen elected Provincial Executive positions. The elections were carried out according to the Rules adopted by the Convention.



Shown above is Sister Margaret Daniel (Michel-Natal) of the Election Committee who manned the board in listing and recording persons nominated and the results of secret ballot elections.

Shown below are members who were elected to the Provincial Executive taking their Oath of Obligation from Secretary-Business Manager, R. S. McCready.



The members of the Union who were elected to the Provincial Executive are listed below:

<i>Provincial President</i>	
W. D. BLACK	Royal Columbian Unit
<i>1st Vice-President</i>	
(Mrs.) JUNE MURDOCH	Trail Unit
<i>2nd Vice-President</i>	
LARRY RICHARDS	Vancouver General Unit
<i>3rd Vice-President</i>	
ALBERT TETZ	Vernon Unit
<i>4th Vice-President</i>	
(Mrs.) MARION PERRY	Kelowna Unit
<i>5th Vice-President</i>	
PETE ENDRES	Queen Victoria Unit (formerly St. Joseph's)
<i>Financial Secretary</i>	
J. DARBY	Royal Columbian Unit
<i>Senior Trustee</i>	
PHIL SEVIN	Vancouver General Unit
<i>Trustee I — 4 Years</i>	
GORDON MacPHERSON	Queen Victoria Unit (formerly St. Joseph's)
<i>Trustee II — 2 Years</i>	
(Mrs.) BERTHE HALL	Kamloops Unit
<i>Regional Vice-President, Fraser Valley Region</i>	
BILL ZOMERS	Mission Unit
<i>Regional Vice-President, Kootenays Region</i>	
RUSS COLE	Nelson Unit
<i>Regional Vice-President, Lower Mainland Region—1</i>	
GORDON MEAGHER	Vancouver General Unit
<i>Regional Vice-President, Lower Mainland Region—2</i>	
BILL THIRD	Lions Gate Unit
<i>Regional Vice-President, Northern Region</i>	
(Mrs.) PEGGIE HEINZE	Prince George Unit
<i>Regional Vice-President, Okanagan Region</i>	
JOHN GROVES	Kamloops Unit
<i>Regional Vice-President, Vancouver Island Region</i>	
AL ETHIER	Queen Victoria Unit (formerly St. Joseph's)
<i>Secretary-Business Manager</i>	
R. S. McCREADY	Non-elected position; appointed by the Provincial Executive

CONVENTION DELEGATES

Working and Relaxing



Delegates examine proposal carefully



A Rose Between Two Thorns — W. M. Black, from Hariton, and Alex Paterson.



"Those Sentle Old Men in Victoria."



Guests enjoy tour of Vancouver



"Who says I can't have a second helping?"



Delegates enjoy break away from Convention



Delegates from Chilliwack at work



Phil Serin (V.G.H.) expresses his opinion



Bill Zomros (Mission) and John Darby (Financial Secretary)



Angus Mackay (Grand Forks) makes notes while Lionel Pinard (Dawson Creek) considers a Proposal.



Garret Hampel (Abbotsford) and Johnny Johnston (Powell River) hard at work.



Delegates enjoy luncheon, sponsored by Lions Gate Unit.



Back to the work of the Convention



June Murdoch (Trail) and Ed Asimov (Surrey) swap stories



Al Ehlert shows his giant appetite

CONVENTION

Working a



Delegates examine proposal carefully



A Rose Between Two Thorns — W. M. Black, Irene Harlton, and Alex Paterson.



"Those Senile Old Victoria."



Delegates enjoy break away from Convention



Delegates from Chilliwack at work



Phil Sevin (V.G.)



Margaret Rempel (Abbotsford) and Johnny Johnston (Powell River) hard at work.



Delegates enjoy luncheon, sponsored by Lions Gate Unit.



DELEGATES

Relaxing



Guests enjoy tour of Vancouver



"Who says I can't have a second helping?"



Expresses his opinion



Bill Zomers (Mission) and John Darby (Financial Secretary)



Angus MacKay (Grand Forks) makes notes while Lionel Pinard (Dawson Creek) considers a Proposal.



the work of the Convention



June Murdoch (Trail) and Ed Ashmore (Surrey) swap stories



Al Ethier shows his giant appetite

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

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CHALLENGE AHEAD

By W. D. BLACK, Provincial President

Brother W. D. Black was re-elected Provincial President of the Union by acclamation for his third consecutive two-year term of office. Brother Black has held a number of executive positions in his long association with the Hospital Employees' Union.



The next two years will be challenging to the Hospital Employees' Union because of the frustrations of labour relations in the industry and by the intervention of the Government in the bargaining process.

It has often been said that a man is no longer free when he can no longer determine his own future or welfare.

The recent intervention of the Government into the bargaining process seriously threatens one of the basic freedoms of hospital workers in this Province, the right to free collective bargaining.

The Employee Relations Council of the B.C.H.A. and the hospitals individually and collectively, must share the responsibility for the deteriorating situation in Labour Relations and the increasing tendency towards frustration in hospital work and the relationship between employer and employee. The next two years will be a true test of the Union's ability to change the circumstances which are to blame for this needless and regrettable situation.

With the Resolutions and Amendments which were passed at this most recent Convention, I am confident that the newly elected Provincial Executive has a clear mandate and means to represent the interests of its membership and bring back a system of equal representation and fair play in labour relations dealings.

I would like to thank the delegates for showing their confidence in me and I hope that I will be able to continue to serve the membership of the Union in the challenging years ahead.

EXCERPTS

Below are extracted excerpts from the Secretary-Business Manager's Report which was delivered on the second day of the Convention:

"The relations between Hospitals and the Local Union are tied inexorably to the conduct of the B.C. Hospital's Association.

"Just slightly more than two and one-half years ago, the Hospitals, through the B.C.H.A., established a Bargaining Agency to represent them in all negotiations between the various Employee Groups and the Hospitals.

"This Bargaining Agent is known as the Employee Relations Council.

"The concern that the Local Union expressed two and one-half years ago that the Hospitals were abandoning their responsibility to their employees has turned into a nightmarish reality.

"The failure of the Employee Relations Council to provide leadership in the field of Labour Relations resulted in many otherwise simple Grievances becoming major issues before Arbitration Boards.

"Their inability to successfully represent their principals at such Boards of Arbitration undoubtedly was one of the motivating factors that led to an obvious accommodation between the Council and Health Minister Loffmark.

"The Employee Relations Council is no longer the Agent of Hospitals, but has become their Master in Labour Relations affairs."

"The B.C.H.A. has obviously embarked upon a Policy of challenging not only the provisions of the recent Mediation Commission Award, but also long-established administrative practices and Contract interpretations. They have embarked upon such a Policy on the obvious basis of 'What have we to lose?'

"The B.C.H.A. obviously has nothing to lose.

"The hospitals stand to lose their integrity if they remain captive of such a policy."

More Boards of Arbitration

As evidence of the statement made by the Secretary-Business Manager that "the failure of the Employee Relations Council of B.C.H.A. to provide leadership in the field of labour relations resulted in many otherwise simple grievances becoming major issues before Arbitration Boards." (See Excerpts, Business Manager Report, page 8.) It is noteworthy to recall that over the past two years the union has been forced to proceed to 15 Boards of Arbitration of which the decision of the Board (often unanimous) was in favour of the Union in 12 cases. These Boards of Arbitration have only upheld the Employer's position on two occasions and one Board of Arbitration, that involving the Inclusive Shift Dispute, has been sidetracked by the legal manoeuvring of legal counsel representing the B.C.H.A.

NANAIMO CASE

The next Board of Arbitration to be heard involves the dismissal of a Shop Steward from the Nanaimo Regional General Hospital.

The Hospital fired the employee for allegedly conducting himself in a manner contributing to the breakdown of morale and organization of the work force. The Board of Arbitration hearing was set for July 20th and a decision is expected shortly thereafter.

KAMLOOPS CASE

Another Board of Arbitration was held in Kamloops on June 16th, 1972, to consider an appropriate wage rate for a Bio-Medical Electronic Technician. The Hospital had established a wage rate of \$788 per month (1971 Rate).

The Board of Arbitration upheld in a unanimous decision that the rate of pay for such a position should be the same as for an X-Ray Technician, Grade IV, and therefore a wage structure based on a maximum of \$852.25 (1971 Rate) retroactive to the start of the employee's employment was established.

Mount St. Mary Unit

Long Time Member Retires



Charmaine Brockman, second from right (bottom row) along with other members of the Mount St. Mary Unit.

The June meeting of the Mount St. Mary Unit will be a memorable one for Charmaine Brockman. On adjournment of the meeting, a party for Charmaine was held to wish her the best in her retirement years. Charmaine has been a cook at the hospital since 1949 and she

said she would not even venture a guess as to the number of meals she has helped to prepare.

The unit members gave her a lovely engraved electric cigarette lighter and a beautiful bouquet of flowers.

The party was attended by Sister Justinian, Administrator, Sister Laurena, Director of Nursing, and Sister Drucilla, Housekeeping.

Charmaine will have another beautiful experience when she marries Mr. Ed Fenton in the near future and, she says it will be just wonderful cooking for only two people.

The members of the Union wish Charmaine a long and happy marriage and retirement.

Westview Medical Clinic

Picketing suspended

On May 26th picketing was suspended for the five girls who have been on strike for over one year in a first contract dispute with the Doctor-Owners of the Westview Medical Clinic.



Prior to the suspension of the strike, members of the Provincial Executive went to Powell River and attempted to forcibly stop townspeople from crossing the picket line. Their efforts were met with police intervention, but after nearly one week it became apparent that even this form of picket line would not change the Doctors' unwillingness to negotiate a Collective Agreement with their employees and to recognize the Union as their bargaining agent.

Following nearly one year of attempting to negotiate a Collective Agreement and the expenditure of many thousands of dollars, the Provincial Executive had to weigh the circumstances in the dispute and made the very difficult decision under those circumstances to suspend picketing.

Below are pictures of Secretary-Business Manager Ray McCready and members of the Provincial Executive explaining the situation and efforts of the Union to secure a settlement and the continued reluctance and failure on the part of the Doctors to respond in a reasonable manner.



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 Provincial 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*.

COMMUNITY HEALTH CENTRES

Officers and Staff are participating in a series of Seminars designed to establish a cooperative system of Community Health Care Services.

Interested participants in these Seminars include:

C.U. & C. Health Services Society;
R.N.A.B.C.;
Medical Profession;
Carpenters' Union
Service Employees' International Union

ASSISTANCE TO RETIRED WORKERS

A contribution of \$500 has been forwarded to the Pensioners For Action Now Group. A \$100 contribution has been made to the Mission Senior Citizens' Housing Project.

Members of the Provincial Executive Committee are holding discussions with Senior Citizen Groups throughout the Province.

MEETINGS WITH C.U.P.E.

During the month of June, Provincial Executive Officers met with S. A. Little, National President of the Canadian Union of Public Employees, and Harry Greene, President of the B.C. Division.

Officers of the two organizations explored the feasibility of Re-Affiliation. Further talks are to take place.

IN DEFENCE OF COLLECTIVE BARGAINING

In an endeavour to maintain the right to Free Collective Bargaining, Local 180 participates in a Joint Committee composed of Teachers; the B.C. Government Employees' Union; Municipal Workers; Nurses; Operating Engineers; C.U.P.E.; Psychiatric Nurses; and the B.C. Federation of Labour.

The Provincial Executive authorized the expenditure of \$500 as our members' share of publicity costs.

AUDIO-VISUAL AIDS PURCHASED

Purchase of new tape-recording equipment and a new movie projector has been authorized.

This equipment will be used primarily for training purposes.

INDIVIDUAL NEGOTIATIONS UNDERWAY

Negotiations between the Local Union and the Chilliwack Intermediate Care Boarding Home got underway during July.

Negotiations will commence during the month of August with Versafood Limited, a firm that provides Dietetic Services at the St. Joseph General Hospital, Dawson Creek.

EXECUTIVE RE-ARRANGES GEOGRAPHY

Responsibility for servicing the Powell River Unit has been assigned to the Vancouver Island Regional Office. Members of the Powell River Unit now find themselves included in the Vancouver Island Region, rather than the Lower Mainland Region.

PROVINCIAL EXECUTIVE MEETINGS

An initial meeting of Table Officers is expected to take place in the latter part of August; a meeting of the full Provincial Executive Committee is anticipated during October.

Party in Fort St. John

Members of the Fort St. John Unit held a party in May coincident with a servicing call by Brother Owen Adams.

The dinner was held in the Scott Motor Hotel in Fort St. John and as evidenced below, all had a good time.



We'll finish by closing our eyes
and repeating after me:

*Our father who art in Victoria
Hydro be thy the flame
Thy Kingdom Shrum
Thy Phil is done on earth — but
not in heaven!
Give us this day our daily bridge
And forgive us our taxes
As we forget the contingent liabilities
against us
Lead us not from Confederation
And deliver us from bagmen.
For wine is the income
And Kenmuir gives the story
For Einar and Einar.*

—Anon.

Minimum Wages of Laboratory Technician Students

Board Orders R.C.H. to Pay

As a result of representations made by the H.E.U., an Industrial Relations Officer recently investigated a complaint that the R.C.H. was not paying minimum wages to Laboratory Technician Students.

As a result of the Officer's investigation, it was found that these students were, in fact, being paid wages which were far less than the minimum wage of \$1.50 an hour. The Hospital reportedly refused to recognize the violation of Minimum Wage Legislation and the matter was referred back to the Board of Industrial Relations on appeal. The Board of Industrial Relations considered an appeal by the B.C. Hospitals' Association and one other organization, but subsequently rejected the Appeal, thereby upholding the investigator's report which found a violation of Minimum Wage Legislation.

The Union in the meantime has started proceedings to stop any further delay or procrastination on the matter and has advised legal counsel to represent the interests of these Lab. Technician Students.

Bargaining Begins

On July 13th, Sister Lee Whyte and Brother Bill Rolfe, Director of Technical Services, commenced bargaining with a Bargaining Committee representing the Chilliwack Intermediate Care Home. The H.E.U. was certified to represent these employees by a Certificate of Bargaining Authority which was granted on April 5th, 1972. There are approximately seven regular employees and three part-time employees doing principally Nurse Aide work.

At the present time they are paid \$1.90 per hour. The Registered Employer is the Chilliwack General Hospital Society.

Following the one day bargaining session, the two parties agreed to apply for the services of a Mediation Officer in order to expedite bargaining to a conclusion.

All Regions on Mediation Award

Educational Seminars Completed

Following the release of the Mediation Commission Award, the Director of Membership Services, Jack Gerow, organized and conducted a series of Educational Seminars to inform the Union's membership about the contents and implications of the Award.

Seminars were held in all regions, including Vernon for members from the Okanagan Region.

In addition, because of Jack's heavy workload, Sister Lee Whyte, Job Analyst-Representative, completed the series of seminars by conducting the program for delegates of the Northern Region as shown below.



The addition of new Visual Aid equipment has made these seminars more interesting and more informative.

The Educational Seminars are part of the Union's over-all programme of Membership Servicing.

Convention asks Editor to publish:

DO YOU JUST BELONG?

Are you an active member
The kind that will be missed,
Or are you just contented
That your name is on the list?

Do you attend the meetings,
And mingle with the flock,
Or do you stay at home
And criticize and knock?

Do you take an active part
To help the work along?
Or are you satisfied to be
The kind that "just belongs?"

Do you ever work on a committee
To see there is no trick,
Or leave the work to just a few
And talk about the clique?

Do come to meetings often,
And help with hand and heart;
Don't be just a member,
But take an active part!

Think this over, sister,
You know right from wrong.
Are you an active member,
Or do you just belong?

Sickness Benefit Under Unemployment Insurance

Under the new Unemployment Insurance Act which came into effect January 1, 1972, and broadened compulsory coverage to include hospital workers, a provision is made for Unemployment Insurance Benefits in the event of sickness or illness. Under this coverage and by this provision all hospital workers will now have coverage for this benefit which is an alternative to the use of Sick Leave Benefits in cases of extended illness.

Below is an extract from the "Guide to the New Unemployment Insurance" booklet:

(b) Sickness

A "major attachment" claimant whose earnings have been interrupted by sickness, quarantine or injury (unless covered by Workmen's Compensation) is now eligible to draw unemployment insurance for up to 15 weeks.

The two-week waiting period must first be served, but will be waived if the interruption of earnings occurs due to exhaustion of sick leave or of sickness-insurance payments and if the claimant has been sick for more than two weeks. However, while sick leave or sickness insurance payments greater than his benefit rate are being received, the interruption of earnings is not considered to have occurred until these payments end. Any earnings received during the sickness will be deducted from benefits payments. If he is still ill at the end of the 15th week, benefits will cease until he is again capable of working. At that point, he may be eligible to return to the benefit stream.

WORK STOPPAGE AT LIONS GATE



On June 13th, the Laundry and Dietary Departments among others were late in starting as the Union and its membership had a work stoppage at the Lions Gate Hospital. The work stoppage resulted from the Employer continuing to ignore the Union's attempt to implement the terms of the Mediation Commission Award and because of a number of unresolved grievances, most of which the employer had not provided a supervisor's response.

In a meeting with hospital management the day prior to the work stoppage, repre-

sentatives of the Union had attempted to get a clear interpretation from the hospital on their position regarding Annual Holiday Entitlement for employees with less than one year's services. In addition, the Union insisted that the hospital make some reasonable attempt to resolve the ten outstanding grievances which had not been responded to by the supervisors involved nor the hospital.

Four of the grievances involved dismissal and therefore long delays by the hospital were working against the interests of the employees affected.

While the work stoppage was for the purpose of holding a meeting to inform the membership of the situation in the hospital in terms of resolving differences between the Union and the Hospital, there were some signs which included "Who Runs Lions Gate Hospital?" "Honour and Integrity — Where Have They Gone?" and "Must It Come To This?"

