

# THE HOSPITAL GUARDIAN

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

Vol. VI

VANCOUVER, B.C., SEPTEMBER, 1969

No. 4

## **WAGE CONFERENCE DECIDES:**

# \$1.00 Per Hour

Representatives of more than 8000 hospital workers in B.C. met in Vancouver on September 14th at the first province-wide Wage Policy Conference held anywhere in Canada.

Ninety delegates from 68 B.C. hospitals spent nine hours hammering out Bargaining Strategy and drafting an ambitious negotiations "package" covering Local 180's Membership.

### **EQUAL WAGE INCREASE SOUGHT**

In a radical departure from the Local Union's past practice of bargaining for percentage increases, the Delegates ratified a bargaining demand of \$1.00 per hour, across-the-board wage increase, or \$174.00 per month, whichever is greater, over a two-year period.

In a hotly-contested debate, Delegates narrowly rejected a proposal designed to provide three weeks' vacation after one year's service, and six weeks' vacation after five years of service. The Wage Policy Conference finally endorsed a Vacation Allowance proposal which would provide for three weeks' vacation

after one year's service; four weeks' vacation after five years' service; five weeks' vacation after 10 years' service; and six weeks' vacation after 15 years' service.

### **SHORTER WORK WEEK**

A proposed 36 hour, 4½ day work week was enthusiastically and unanimously passed. Delegates favoured a formula providing for whole days off in preference to one granting half days. This new concept of on-duty days in the hospital field would see hospital workers receiving an additional day off every two weeks.

One of the Delegates summed up the feeling of the Conference when she claimed "we should stop worshipping work for work's sake." I don't feel guilty about asking for more time off; they (the hospitals) make us do the work of two people on the job, it's about time they (the hospitals) gave us the days off of two people."

A Severance Allowance based on one week's wages for every year of service, or major portion thereof, was given high priority in the list of items desired by the Conference Delegates.

### **POOR SHIFTS CRITICIZED**

The chronically poor shift scheduling practices of some hospitals came under heavy criticism and the Conference endorsed contract proposals designed to eliminate all "short-shifting."

Delegates narrowly turned down proposals requiring the hospitals to post work schedules a minimum of 14 days in advance (presently 7 days) and to grant Sick Leave after 3 months' service. They elected to include in the bargaining package full Unemployment Insurance Coverage; an improved on-call allowance; an 8-hour "inclusive" shift for workers required to be on-call; a ½ hour lunch period for all employees; and other contract language proposals.

### **BARGAINING COMMITTEE SELECTED**

The Wage Policy Conference selected a Bargaining Committee composed of 5 members elected from the Conference itself, the Union's Provincial President, and the Business Manager of the Local. The Committee will be augmented, as required, by Provincial Office Personnel.

It is expected the 69 hospitals under contract with Local 180 will turn over their bargaining authority to the B.C. Hospitals' Association who will bargain on the hospitals' behalf.

The Collective Agreement expires on December 31st, 1969, but because of an incompleting "Anomalies" Programme, it is not expected that bargaining will be underway prior to November.

## **Summary of Proposals**

- ★ \$1.00 Per Hour Increase Over 2 Years
- ★ 3 to 6 Weeks Vacation
- ★ Establish Severance Allowance
- ★ 4½ Day Work Week
- ★ Improved Contract Provisions



# THE HOSPITAL GUARDIAN

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

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## Let 'Em Die

### A STUDY OF HOSPITAL BARGAINING TECHNIQUES

By JOHN DARBY, Editor

I take it that we all cherish the hope that we shall go on living somewhat longer. Whatever awaits us on the "beautiful shore," the majority of us are not too eager to get there.

Hospital workers are dedicated to a very worthwhile and admirable vocation, and while they recognize that the patient is most important, they also recognize the definite relationship between the patient and themselves, inasmuch as we are all workers in some capacity and, owing to the misfortune of injury or ill health, we could also become hospital patients.

It is incongruous that a worker, while he is a patient, is placed on a pedestal, and yet when he reverts to being just a worker, his well-being, especially his economic well-being, is a matter of utter disregard to his employer.

The hospital employee must, of ne-

cessity, negotiate the wages and working conditions which will decide his place on the "economic ladder," in what can only be termed as the sometimes-harsh atmosphere of the bargaining table.

It is here at the bargaining table that the Representatives of Hospital Management, many of whom are also dedicated hospital employees, transform themselves into hard-headed businessmen and do their utmost to prevent their employees from achieving their goal of economic parity with other workers.

The responsibilities of Hospital Management Representatives, when they go to the bargaining table, ought never to

be under-estimated, because theirs is an onerous task. Nevertheless, they should approach their task in a responsible manner.

They ought not to use the hospital patient as a shield or a pawn to enable them to keep the wages of hospital workers at a sub-standard level.

True it is that owing to the vagaries of provincial politics, other devices are readily at hand; the Labour Mediation Commission having grown more bold since the recent provincial election, is anxious to flex its muscles. However, the Representatives of the Hospitals would be well advised to shun this device; also, because although no one, and least of all the hospital employee, desires to harm the patient, certain it is that he would not sit idly by while such obvious tactics are used to impede his march to a better standard of living.

Hospital employees are also human beings; they are affected by what takes place around them, and by the treatment they receive.

The Representatives of Hospital Management should allow some of the compassion which they feel for the hospital patient to overflow and envelope the workers, because they, too, respond to kindness and consideration.

THEY, TOO, NEED SUSTENANCE.

DO NOT LET 'EM STARVE.

DO NOT LET 'EM DIE.

### WE ARE CONCERNED!

A Registered Nurse was recently attacked and fatally stabbed to death as she walked home after completing her shift at St. Paul's Hospital in Vancouver.

The Executive and Staff of Local 180, Hospital Employees' Union, were shocked and grieved at this tragedy. Our concern was understandably strong because of the number of people within our own organization who work shift work and walk to and from work.

While our sympathies and condolences were expressed to the family on behalf of the Local's membership, nevertheless, in respect we decided not to contribute to the type of publicity following the event.

The question of protection against any form of assault requires much more consideration than was expressed in the emotionalism of the moment. Greater police protection, Government legislation, and training programs will not stop a person possessed of the desire to commit assault from finding the opportunity.

One of the best protections that an individual has in minimizing the possibility of falling victim to any attack is to recognize there are no remedies. Do not take your safety for granted and practice common sense and care always. If any incident occurs or danger exists on the job, or to and from work, draw this to the attention of your Supervisor and your Union.





## TRUSTEE SEVIN SERVES LONGEST

A native Vancouverite, Phil's first challenge was that of receiving an education, and finding employment during the days of the Depression. In 1938, he started working in the VGH where for four years he performed a variety of duties within the hospital. In 1942 he left the hospital field but decided to return again five years later and at that time he became a Case Room Orderly. The following year he transferred to the Oxygen Department and after much study and experience, became an Inhalation Therapist.

Brother Sevin has served on your Provincial Executive longer than any present member of H.E.U. 180. The Senior Senator has been a Guardian of your dues since 1953. By now a Master Bookkeeper, he delights in revealing the Financial Secretary's System to the Novice Trustees.

Never one to take the easy route, Brother Phil has also been very active at the Unit level, having served as Unit Chairman for five years, as well as Chairman of the Social Committee and the Grievance Committee for a number of years.

One would think that he would have little time left for any home life; however, with the assistance of his lovely wife Betty, he has managed to raise five charming daughters as well as a son and heir. Perhaps Phil's absence from home serving Local 180 made Betty's heart grow fonder. His ever willing and unselfish efforts have had the same effect on us. It's a genuine pleasure to be associated with men of his calibre and we're looking forward to many more years of the same.



PHIL SEVIN



GEORGE HOLLAND

## Fraser Valley Representative A Centennial Medal Winner

Another member of your Provincial Executive that we have the pleasure of introducing is Brother George Holland, Area Representative for the Fraser Valley Region.

AFTER completing high school, George furthered his education by enlisting in the Merchant Navy, and spent the next nine years seeing the world through a porthole. It was during this period that he first became familiar with trade unionism and was a respected Brother of both the CSU and the SIU. He then became employed by Imperial Oil and served the next four years sailing on oil tankers.

At this point he decided that life would be much more pleasureable if he were to spend less time on the water and more time at home with his wife. Ailma agreed, so George exchanged his waterwings for a position in the Chilliwack General Hospital. He has never had any regrets.

Though not too vociferous, he always makes it a point to speak up when it counts in his efforts to see that everything is done to perfection.

In 1959 he became Vice-President of the Chilliwack Unit and three years later, took over the duties of Chairman. A man of boundless energy, he is also a director of the Chilliwack and District Credit Union, Secretary of the Army, Navy and Air Force Veterans of Canada Unit 305, and an active member of the Canadian Legion.

We are not alone in recognizing George's ability. In 1968 he proved himself to be "One in a Thousand" by being the recipient of one of the Canada Centennial Medals which was awarded in recognition of valuable services to the nation.

In the same year he was elected at the Union Biennial Convention to serve on the Provincial Executive, and is one of the members responsible for the programming of plans (formulation of plans) for an ever-expanding Hospital Employees' Union in British Columbia.

To this proud father of two boys and a girl we all say: "Thanks, Brother Holland. We're proud to be associated with you. Keep up the good work!"

## UNION SCHOLARSHIPS AWARDED

The University of British Columbia has just announced the names of the winners of Local 180 Scholarships for 1970.

*Awarded the Vancouver General Hospital Unit Scholarships of \$350.00 each are: —*

Miss July Lee, whose mother is employed at the Vancouver General Hospital as a Laboratory Assistant; and

Murray Norman Shaw, whose mother is an X-Ray Clerk at the Kelowna General Hospital.

Both of these winners intend to continue their studies at U.B.C.

*The St. Joseph's Unit Scholarship of \$250.00 was awarded to: —*

Miss Lottie A. J. White, whose parents work at the Vancouver General Hospital. Miss White plans to attend the University of Victoria.

*The two scholarships of \$250.00 each, under-written by the Provincial Office, were awarded to: —*

Miss K. Lorelee Idler, whose mother is employed at the Peace Arch Hospital; and

John Anthony Shanks, whose father is an Unit Officer at the Oliver Unit.

Both of the Local 180 Scholarship winners will be attending U.B.C.

The Creston Valley Unit Bursary of \$100.00 was awarded to Jerry Brunham, whose mother is employed in the Dietary Department of the Creston Valley Hospital. Jerry plans on studying Forestry at the B.C. Institute of Technology.

## SAFETY HINTS

Due to the fact that so many of our members have received foot injuries which could have been avoided, had proper footwear been worn, we feel obligated to point out to our membership that Regulation 14:08 of the Workmen's Compensation Board stipulates:

### Regulation 14:08 of the Workmen's Compensation Board

1. Substantial footwear made of leather or other equally firm material shall be worn by workmen where there is danger of injury to the feet through falling or moving objects, or from burning, scalding, cutting, penetration or like cause.
2. The soles and heels of such footwear shall be of a material that will not create a danger of slipping.
3. Footwear that has deteriorated to a point where it does not provide required protection shall not be worn.



**SYD McDONALD RETIRES**

# Local Throws Party.

After 12 years of service to the Membership of the Hospital Employees' Union, Syd McDonald, Senior Staff Representative, retired at the end of August. Syd will not readily forget the Members and the experiences he encountered as their full-time Staff Representative. Nor will he soon forget the Retirement Party held in his honour by the Local Union at the Stanley Park Pavilion on August 6th.

Brother McDonald was born in Aberdeen, Scotland, some 60 years ago. The Province of Alberta was Syd's first Canadian home. Ten years later, Brother McDonald established permanent residence in B.C.

In 1957, Syd left his position as Chief Orderly at the Royal Columbian Hospital to work for the Union. Although Syd has spent most of his time servicing the North Region and the Fraser Valley, he has serviced, at one time or another, virtually all of the 69 Hospital Units in the Union.

When Syd first started with the Union, there were 29 Units organized within the Hospital Employees' Union. Since that time, 40 new Units have been organized, with Syd being instrumental in organizing

a large number of these Units.

In 1968, Brother McDonald's service to the Union was recognized by his appointment to the position of Senior Staff Representative.

Although retired, Brother McDonald remains as the Union's Nominee on the Standing Committee to resolve Special Pay Rate Adjustments. Brother McDonald also will continue with his work on the Council of Nursing Orderlies.

Upon Syd's retirement, all of the Local's Units contributed towards a retirement presentation. Syd and his wife Sally, received lawn furniture comprising of a lawn swing, patio umbrella, table, and lawn chairs; fishing gear; plaque; and a check covering a holiday trip to Disneyland.

The Hospital Employees' Union thanks Syd for the many years of noteworthy service to the Union, and wishes Syd and Sally many days of happy retirement.

1. Wonder if I can be next?
2. Here's mud in your eye!
3. Sister McInnes presents tea set and tray to Sally McDonald.
4. Parties — yes we like them!
5. Here are two who enjoyed themselves.
6. Sidney!
7. Wally Fedak couldn't carry the lawn furniture, so he presents pictures of lawn furniture instead.
8. Our Business Manager helps Syd open his gifts.
9. W. D. Black does the honours on behalf of the Provincial Executive.
10. Brother Darby congratulates Syd on the fish he will catch.
11. June and Wally think it's a great party.
12. Help me, Henry!
13. Jack performs valet service.
14. Some guys have all the luck!



1.



2.



3.



4.



5.



# and Everybody Came!



6.



7.



8.



9.



10.



11.



12.



13.



14.



## 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.

### Education Seminars

Preparations are under way to commence the Union's Fall Educational Programme.

This new series of Seminars will be conducted in each Region and is designed to give basic grounding in Trade Union history and procedures.

Courses will include Parliamentary Procedure, contract analysis and the function of Shop Stewards.

A new innovation in the selection of "Students" will be utilized. Successful Students will be selected through the medium of "posting", with the final determination being made by Unit Officers and the Provincial Office.

### Organizing

The Union has received Bargaining Certification covering the newly-organiz-

ed hospital units in Lytton and Summerland.

### Standardizing Programme

On September 17th, 18th, and 19th, 1969, the Standing Committee set up to resolve outstanding anomalies and the standardization of specified categories will be meeting.

The Union's presentation covering all Male and Female Nursing classifications, plus the Utility, Maintenance, Engineering grouping classifications, will bring to a conclusion the unresolved sections of the Provincial Standardization Programme.

### Trainees

The Union's three Staff Trainees have been sent back to school.

They are presently enrolled in courses at the B.C. Institute of Technology covering Labour Relations, and are attend-

## CRESTON HOLDS SPORTSMAN'S DINNER

The Hospital Employees of Creston Valley Hospital recently banded together with the other residents of valley for a united cause — the future and well being of youngsters today and of those yet to come. Approximately ten months ago, the Civic Centre in Creston burned down, and the entire community proved the merits of operation and went all out to make restitution. A \$100 per plate dinner was held and over \$62,500 was raised for the construction of new recreational facilities. Among the guests of honor were such familiar names as Bobby H. Johnny Bucyk, and Herb Capozzi. A contribution of 22 acres of land had already been received. To the thought and willing citizens of Creston we say VIVA!

ing the Vancouver Night School Course in Business Procedures.

### Membership Card

Feasibility studies covering a plasticized Membership Card indicate that such a Programme is practical. The 1969 Membership Cards will be plasticized.

### Provincial Executive Meeting

The next Provincial Executive Meeting is scheduled early in December, 1969.



## PROVINCIAL BARGAINING COMMITTEE SELECTED

Pictured above is the Bargaining Committee selected by Delegates to the Union's Wage Policy Conference.

Standing in the back row, from left to right, is Ray McCready, Secretary-Business Manager; W. D. Black, Provincial President; June Murdoch, Trail Unit; O. Adams, Royal Columbian Unit, New

Westminster; Phyllis Battiste, Penticton Unit; Wally Fedak, Vancouver General Unit; H. Curle, Alternate Member, Royal Columbian Unit, New Westminster.

Standing in the front, from left to right, are: P. Endres, St. Joseph's Unit, Victoria; K. Wight, Alternate Member, Kamloops Unit.

## Letter to the Editor

1003 Madore Avenue  
Coquitlam, B.C.

On behalf of Sally and myself, I would like to express my very sincere appreciation for the magnificent send-off on my retirement as Staff Representative.

To the Provincial Executive, Secretary-Business Manager, and all the members in the various Units across the Province, who contributed so generously, and the other members of the staff — I thank you all with a feeling of deep gratitude. That I was able to serve you for so many years, and to make so many friends, has been a great personal satisfaction.

The dinner held in the Stanley Park Pavilion was excellent, and the many presentations were overwhelming. I can assure you some have already been put to good use.

I would also like to add my thanks to the Units who made individual presentations, and to those individual members who made special contributions.

All I can say now is that with so many expressions of goodwill, I am sure my retirement will be a happy one.

Again I thank you, and may all in Local 180 continue to grow and prosper.

Fraternally yours,  
S. S. McDONALD.



MEMORIAL SOCIETY OF B.C.

# A STORY OF SUCCESS

By JEAN MOHART

Growing up as helper to my Dad, who operated a grocery store in the days when brown sugar, raisins, dates, rice, etc., came in gunny sacks, causes me to shudder at the prices we pay nowadays for these gaudily packaged items, with the package costing in some cases almost as much as the product inside. So it was only natural for me to become deeply involved in the Memorial Society of B.C. for, to all intents and purposes, the Society came into being because a thoughtful group of people decided to dispense with the fancy packaging and unnecessary frills that were a part of funeral costs and customs, which by their very nature created unreasonably high prices.

In October 1956 fifty-five Vancouver citizens met to confront the situation, most of them with personal experience in a funeral situation that left them with a strong feeling that reform was not only necessary, but urgent. They brought to the meeting a desire to effect change. They were unanimously insistent that persons wishing simple rites have the opportunity to choose them. At that time usual procedure when death occurred was to call a funeral "home," whose operator referred to himself as a "Funeral Director." He took charge of most of the arrangements, including treating the remains to cosmetics and embalming. Determined to alter this pattern, the little group entrusted their newly elected executive to:

(a) Promote, through education and otherwise, simplicity and dignity in funeral rites; and

(b) Assist in planning, in advance of death, for the disposition of member's remains and for memorial services.

I'm sure you can understand how difficult it was to promote our excellent ideas, public relations being a billion dollar craft, and we were running opposition to a wealthy industry. Our only income was the membership fee: \$5.00 for an individual, \$10.00 for a family (it is still that). Our officers knew they had to work for the establishment of our ideal. They attacked their duties with zeal. But promotion was tough going. Using free time on radio, Union papers, church and other organization periodicals, our membership grew, but slowly. I talked about our Society anywhere, anytime, even earning the dubious title (around the IWA) of "Digger"!

Membership was open to anyone who wished to use the Society's guarantee that the simple services provided by our undertaker, First Memorial Services, and checked off on the form we provide *would be carried out as requested, and for a minimum cost.* That's the reason for our phenomenal success. With our membership reaching 24,000 and a record of dedication to our principles, we can state unequivocally that we are the second largest Society on this continent and by far the best operated. It would be impossible to reckon the thousands of dollars we have saved *for the living* and even more impossible to assess the amount of anguish we have

lifted from the shoulders of sorrowing friends and relatives.

Perhaps it's an over-simplification to say it was an idea whose time had come. By its very nature it drew people who insisted on their right to take charge of this matter and to keep working at it even when the odds seemed insurmountable—a characteristic akin to the best in trade unionism. The amazing growth of the Society is proof positive that thousands of persons wanted just such an organization.

Our member reasons, with great sensitivity for his survivors, that death is an agonizing experience (even when expected) for those left to carry out final details. In a calm, rational state of mind the member records his wishes on a form provided by the Society. When death occurs that form is opened, checked with the survivors and from there on every detail carried out, including the costs agreed to.

We've been erroneously referred to as 'that cheap burial outfit'. I hope that what you've read indicates that although we're concerned about costs we are just as firm about keeping customs simple, yet dignified; and if services are requested (and it's surprising how many members specify "No service") . . . but if they are, that they be done with good taste, in keeping with the member's religious beliefs, one's philosophical ideals or outlook on life and without emphasis on the mortal remains, such as was performed without questioning prior to our existence.

It should be easy for readers of the Hospital Guardian to grasp the fact that less service by staff, vehicles, etc., naturally lowers costs. I hope you will phone or write for our brochure, or ask me to speak to you on the specific work of the Society and its undertaker. Our Annual Meeting, open to the public, is held on the last Sunday of October. We make a special effort to bring eminent speakers who give enlightenment on matters vitally concerning donation of eyes to the Eye Bank, and such topics.

Twice we have withstood attempts at legislation aimed at curtailing our efforts. With unprecedented vigor, our members swamped the legislature in 1968 with protests against a proposed Bill the Funeral Directors Association of B.C. hoped to have passed. The Bill was withdrawn when public outcry alarmed the people who authored the Bill.

There isn't one person in the community who hasn't benefited from the Memorial Society of B.C. In general, costs have come down; but I would warn anyone who thinks that the situation we opposed is gone forever that he is kidding himself cruelly and is even more lacking in consideration for those who must take charge when he is no longer able to do or say what should be done.

Write: Box 917 Vancouver, B.C.; phone 987-7723 or the writer, 731-5123.

***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.**



# LOCAL 180 HOLDS FIRST PROV



Provincial President W. D. Black welcoming delegates to Wage Policy Conference.



Secretary-Business Manager Ray McCready cast in the role of Devil's Advocate.



Financial Secretary Brother John Darby thinking — what's this all going to cost?



Long-time member and delegate Jim Ballard adding his usual good counsel.



Delegate June Murdoch from Trail Unit indicates her Unit's proposals.



Okanagan Valley, Kootenay and Northern Delegates listening closely to the debate.



# IAL WAGE POLICY CONFERENCE



What we do here will affect every hospital worker in the province, whether in Local 180 or not.



A coffee break is always welcome and provides for relaxation and a lighter mood.



Back to work again; there is much to consider and many decisions to be made.



Even in serious discussion, there is room for humour, and it is enjoyed by delegates from Vancouver Island.



Those in favour say "Aye"; those opposed say "No" — that is democracy at work in Local 180.



Staff Rep John Weisgerber checks balloting results.



## In Memoriam

The membership of Local 180 were saddened to hear that Brother Thomas Ralph had passed away suddenly, on July 12, 1969. Brother Tom, as he was known throughout the Province by active Union members, will be missed by all.

Born in 1924, at Rossland, B.C., educated in Kimberley, Tom joined the Army Medical Corps in 1940. Severely wounded while at Antwerp, Belgium, he was sent back to Vancouver and spent the next two and one-half years in Shaughnessy Hospital, during which time he underwent many operations.

Upon his release from Shaughnessy, he began training at Riverview Hospital as a Psychiatric Nurse and graduated in 1950. Four years later, he accepted the position of Assistant Hospital Officer at the B.C. Penitentiary.

On December 3, 1958, Tom joined the Staff of the V.G.H. as an Orderly. On September 1, 1961, he transferred to the Physical Medicine Department, where he was employed until his untimely demise.

Never one to be idle, Tom served as President of Branch 175 of the Canadian Legion in Newton for three years and was instrumental in formulating and completing a number of projects within the Legion. For his exceptional organizational ability and his insatiable desire to do good for others, he was awarded the Canadian Centennial Medal in 1968.

Those of us in the Hospital Field, who knew Tom best, will always remember him primarily for his invaluable guidance and his sincere concern for the hospital workers in British Columbia. The Brothers and Sisters in the V.G.H. Unit showed their appreciation by electing him to their Executive on several occasions, as did the hospital workers at convention, who elected him to their Union Provincial Executive as their Lower Mainland Representative.

To serve us as well as he did, Tom had to have a devoted and loving family. We offer his wife, Joyce, and his three lovely daughters, our heartfelt sympathy on their tragic loss.

### MONTHLY PER CAPITA INCREASED

## C.U.P.E. INSTITUTES "ACTION" PROGRAM

A vast programme of expansion and a doubling of its strike fund were one of the major decisions taken by the Canadian Union of Public Employees at its Fourth Biennial Convention held in Toronto September 8th to 11th.

The Convention drew more than 600 delegates representing 100,000 municipal, school board, hydro, university, hospital, CBC and other public employees from across Canada.

The expansion plan, called Action 69-71, will expand the union's research and job evaluation services; put more staff representatives into the field to assist locals in contract negotiations and processing grievances; and embark on mammoth organizing campaigns to bring more public employees into the union fold.

#### Debt Liquidated

In order to accomplish these and other purposes, and to pay off the \$110,000 debt C.U.P.E. has built up during the last two years, the members' per capita payments will go up from \$1.60 per month to \$2.50. This increase will be implemented in two equal stages of 45c in March, 1970, and January, 1971.

As well, three \$1.00 assessments were ratified and will be paid in December, January, and February.

#### Hospital Workers Object

Delegates from many Hospital Local

Unions, including Local 180's Delegates, opposed the heavy increases in Per Capita, claiming the inability of the lowly-paid workers they represent to shoulder the same financial burden as their better-paid counterparts.

Delegates to the C.U.P.E. Convention gave a comprehensive report to the 90 Delegates attending Local 180's Wage Policy Conference. Proposals to increase the Local Union's present Per Capita payments, which amount to approximately \$60,000 per year, met very heavy opposition from Wage Policy Conference Delegates.

Much unfavourable reaction is also coming into the Provincial Office from the Local Unit level.

Representatives from the two self-servicing Provincial Unions within C.U.P.E. will be meeting with the National's top Officers on September 29th in an effort to modify the effect of Per Capita increases on their Memberships.

#### STAFF BARGAINING AGENCY

Certification has been received from the Department of Labour granting Bargaining Rights covering all Provincial Office Personnel.

The Provincial Executive anticipates negotiating a Collective Agreement with the full-time Representatives and Clerical Personnel.

### THE NEED FOR JOB EVALUATION AND STANDARDIZATION

By W. G. ROLFE, Research Analyst

Should a person who carries coffee to a member of Management be paid more than a person who carries trays of food to a patient in a hospital?

Should a person who applies technical knowledge and makes decisions based on that knowledge be paid less than a person who applies the decision?

These questions themselves do not provide enough information to adequately support any conclusion, but they perhaps trigger many of our members in recognizing particular inequities within the wage structure of the Hospital Industry in British Columbia.

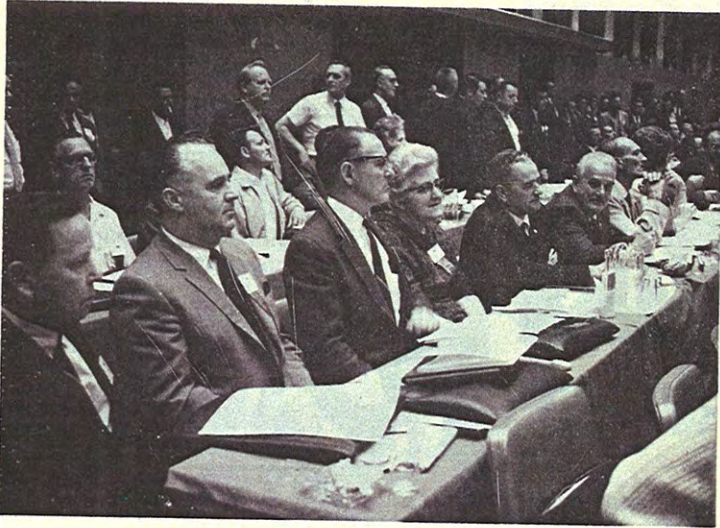
All too often, status and physical proximity to technical function distort the relative worth assigned to work.

One of the major responsibilities of the Research Analyst of Local 180 during the coming year will be to protect the interests of employees in developing a Job Evaluation Program (see Article X of the Master Agreement) in consultation with the B.C. Hospital Association.

An objective and fair system of job analysis, grouping, and classification is essential, otherwise, members should recognize that negotiated wages mean little if the job of an employee is not fairly evaluated as to its true relative worth.



# C.U.P.E. CONVENTION SCENES



Local 180's Delegates show concern over "Action" Programme proposals. Photos taken by Delegate Ed Ashmore.



Phil Sevin and Brother Papizzo, Local 1000's Director of Job Evaluation, exchange tales of their experiences.

Brothers Darby and McCready shown discussing mutual problems of hospital workers with Delegates J. Thebeau and G. Richard from the Dr. George Dumont Hospital in Moncton, New Brunswick.



The girls get together. Shown left to right are Delegates Gwen Parrish, Clerical Employee, V.G.H., Local 180; June Murdoch, Dietary Employee, Chairman, Trail Unit, Local 180; Cecilia McInnes, Dietary Employee, Secretary, Kamloops Unit, Local 180; and Teresa McDonald, Clerical Representative, Executive Board Member, Local 1000.

Shown left to right are Executive Members of Locals 1000 and 180: Wm. Vincer, Vice-President, Local 1000; J. Darby and W. Black, Local 180; Keeley Cummings, President, Local 1000; R. McCready, Local 180; and Bert Murray, 2nd Vice-President, Local 1000.



# LABOUR'S NOTEBOOK

## QUOTES FOR LABOR

*"Labour is life" – Thomas Carlyle*

**H. T. EDWARDS (British Trade Unionist):** There is something wrong with life when ordinary people who ask no more than to live ordinary lives cannot do so.

**ROBERT LOUIS STEVENSON:** The saddest object in civilization and to my mind the greatest confession of its failure, is the man who can work, and wants to work, and is not allowed to work.

**WILLIAM SHAKESPEARE:** He owns me who owns the means whereby I live.

**THOMAS JEFFERSON:** The mass of mankind has not been born with saddles on their backs, nor a favored few, booted or spurred, ready to ride them legitimately, by the grace of God.

**THOMAS PAINE:** It is wrong to say that God made rich and poor. He made only male and female, and He gave them the whole earth for their inheritance.

**R. H. TAWNEY:** A landowner may draw rents from slums in which young children die . . . ; but he will be none the less welcome in polite society.

*"... my table is only half set ..."*

**NORMAN COUSINS:** When I enter my home I enter with the awareness that my table is only half set, for half the men on this earth know the emptiness of want. The roof of my home is only half built, for half of my brothers are poorly sheltered. And when I think of peace I can know no peace until the peace is real.

**CONSTITUTION OF UNESCO (United Nations Educational, Scientific and Cultural Organization):** Since wars begin in the minds of men, it is in the minds of men that the defenses of peace must be constructed.

**CARL SANDBURG:** There is only one man in the world and his name is All Men. There is only one woman in the world and her name is All Women. There is only one child in the world and the child's name is All Children.

*"Liberty is always dangerous ..."*

**HARRY EMERSON FOSDICK:** Liberty is always dangerous but it is the only safe thing we have.

**THOMAS PAINE:** Every man must finally see the necessity of protecting the rights of others as the most effectual security of his own.

**JOHN STUART MILL:** If all mankind minus one, were of one opinion, and only one person were of the contrary opinion, mankind would be no more justified in silencing that one person, than he, if he had the power, would be justified in silencing mankind.

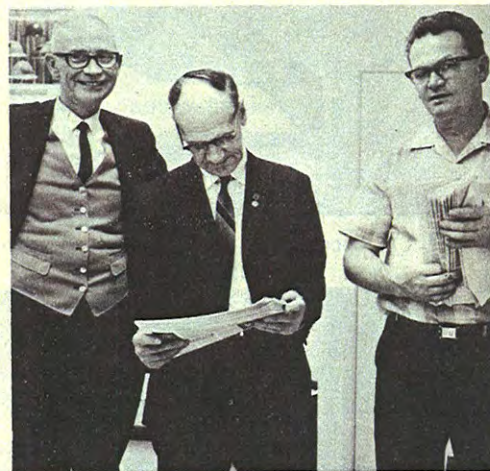
**ANATOLE FRANCE:** In its majestic impartiality, the law forbids both the rich and poor to sleep under bridges.

**EDMUND BURKE:** The only thing necessary for the triumph of evil is that good men do nothing.

**GROVER CLEVELAND:** He mocks the people who proposes that the government shall protect the rich and that they in turn will care for the laboring poor.

## Staff Representative For Vancouver Island

Pictured below is Brother Syd McDonald, Senior Staff Representative and the Staff Representative for Vancouver Island shown with Brothers Albert Carter, Secretary of the Nanaimo Unit and Brother John Weisgerber, the newly-assigned Staff Representative for Vancouver Island. Brother McDonald is handing over to Brother Weisgerber the servicing responsibility of Nanaimo and the rest of Vancouver Island.



## PROVINCIAL OFFICE VISITORS

Pictured above are Brothers Tony De Cecco, Cranbrook Unit, and Brother Jack Gerow, Kootenay Staff Representative. Brother Gerow, with Brother De Cecco's eager assistance, is removing from the current files, the Modern Building Cleaning file which will be placed in the dead files. The reason for this is that Local 180's first Collective Agreement with a non-hospital entity expired last August 31, 1969.

It appears that the Cranbrook and District Hospital discovered that it could provide a higher standard of Housekeeping Services and Control at the same cost, if not less, than the outside contract cleaning firm.