

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION 180

Vol. VIII

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No. 2

IN POWELL RIVER

MEDICAL CLINIC NEGOTIATIONS BREAK DOWN

On December 15, 1970, the Hospital Employees' Union became the Certified Bargaining Agent for 12 Clerical and Laboratory Technician Employees at a Medical Clinic in Powell River. The Certification represents the first Medical Clinic under the Hospital Employees' Union.

The Union has been negotiating with the Clinic and has proceeded through the direct bargaining and Mediation Officer stages of the Bargaining Process.

On March 15, 1971, negotiations broke down after the Employer, which is registered as Harwood Holdings and is owned, operated and managed by a small group of Doctors, refused to recognize Union Security, Check-off, Annual Vacations, Sick Leave, On-Call, Call-In, Call-Back, Leave of Absence, and a number of other items. In addition, the only wage offer made by the Clinic was \$130 per month for Grade I Clerk to \$201 per month for Laboratory Technicians below comparable jobs in the Hospital Industry. In fact, the only wage offer made by the Employer would result in a reduction in wages for some of its employees.

EMPLOYEES SUBSIDIZE DOCTORS

The only reasonable conclusion that one can reach as a result of the position taken by the Clinic is that the Owners do not want a Union because the Doctors involved want to subsidize their lucrative operation by the payment of sub-standard wages to their own employees.

Under the Constitution of the Hospital Employees' Union, the Provincial Executive must endorse a Strike Vote before members of the Union can hold a Strike Vote and proceed to Strike Action.

At the time of going to press on this issue of *The Guardian*, the Provincial Executive had endorsed a Strike Vote and the employees of the Medical Clinic had voted 100% in favour

of strike action after hearing a full report from the negotiators and Secretary-Business Manager.

By this unanimous endorsement of the Union's bargaining demands, the employees of the Clinic have shown determination and courage under the pressure that has been brought upon them by the Employer.

STRIKE IMMINENT

Because the Employer has shown bad faith at the Bargaining Table, it is likely that the Doctors involved will expect local citizens to cross any picket line in the event of a strike. To ensure this will not happen, Hospital Employees' Union Representatives have met and held discussions with local Labour Representatives in Powell River.

It is the opinion of the Union that the Doctors have a veritable "gold mine" in the Clinic and would be foolish to close it down rather than recognize the Union and pay better wages.

Besides monies from the B.C. Medical Plan amounting to \$368,386 in 1970, the Clinic's eight Owner-Doctors also receive revenues from the Department of Indian Affairs and major Companies for Compulsory Medical Examinations, along with fees for Private Practice.

As one Sister said, "In a Trade Union town like Powell River, Unions have enabled Doctors to make a lucrative living and yet these Doctors pay sub-standard wages to their own employees. They do not want a Union around their own operation." The Union strongly contends that these employees deserve better wages, are entitled to Union representation and the Doctors can afford better wages for their employees.

The new members of the Union from the Medical Clinic are determined that they will not continue to be denied representation nor subsidize the lucrative monopoly of the Clinic's Owners.



Some of the employees of the Clinic involved in the negotiations for an initial Agreement.



Members of the Powell River Executive after they had resolved to help Sisters in the Medical Clinic.

THE HOSPITAL GUARDIAN

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JOHN DARBY, Financial Secretary

538 West Broadway

Vancouver 9, B.C.

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

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EDITORIAL

The Search for Status

But at What Cost?

In most industrialized countries in the world, white collar workers are joining unions in order to catch up with gains made by unionized blue-collar workers. Many semi-professional groups in Europe, the United States and the Canadian Federal Civil Service are represented by Unions.

Most "professionals" who charge a fee for their services and must meet rigid entry and ethical standards, are also members of strong Associations, which in most cases differ from a union in **name** only.

It can be argued that the term "professional" through over-use and abuse has lost a great deal of its meaning. Today, everyone who specializes in anything calls himself or herself, a "professional". Take for instance, a "professional" athlete. Take the tradesman who does a "professional" job. Take the television advertisement when the Kitchen Worker from "professional" experience advises the public to use BIZ to wash dishes.

Many a Luncheon or Convention Address has been made on the topic of "Professionalism vs. Unionism" and depending on the Profession or experience of the Speaker, different opinions and conclusions have been advanced.

In the last analysis, however, people must recognize the practical advantages of a trade union. The greater the number of Bargaining Agents in the same industry, the greater the internal competition, the longer the delays in Collective Bargaining and administering the Agreements and the greater the duplication of effort with diminishing returns. Moreover, the weakest Bargaining Agent becomes the embarrassment of better organized and stronger Unions.

Surely, in the hospital industry in British Columbia, practical and responsible people should be able to sit down and discuss the differences between Associations and Unions and then perhaps they will discover how much they have in common and how real differences in goals and means of achieving those goals, can be best accommodated.

On Health Science Personnel

Vigil Continues

During the 1970-71 Round of Collective Bargaining, the Union's Security Clause was re-drafted so as to state in part:

"It is agreed that all regularly scheduled workers who are covered by the Certificate of Bargaining Authority issued by the Provincial Department of Labour, and who are at present members of the Union, shall maintain membership in the Union as a condition of employment it is further agreed that, effective from the signing date of this Agreement all new employees hired on a regularly scheduled basis who are covered by the Certificate of Bargaining Authority shall become members of the Union on the first day of the month following thirty (30) calendar days of employment, and shall maintain membership in the Union as a condition of continuing employment. Failure to maintain membership in the Union will constitute cause for dismissal."

The basis of this Union Shop Clause required Hospitals throughout the Province to require membership in the Union following 30 days of employment for all employees except those excluded from the Certificate of Bargaining Authority or those represented by another bona fide Bargaining Agent certified under the Labour Relations Act.

Because of the concern expressed by various Para-Medical or Health Science Associations who were not certified Bargaining Agents and on the request of the Department of Labour, the Union agreed to a temporary easement on the fullest application of the Union Shop Clause until the Department of Labour had the opportunity to convene a meeting of all interested Parties.

In April, 1970, a hearing was held before the Board to consider an Application for Certification by the Laboratory Technologists. At the suggestion of the Deputy Minister of Labour, the Application was withdrawn. It was clearly evident to all those who were knowledgeable regarding the process of Certification and the requirements of the Act that neither the "requirements" nor the "appropriateness" of the Applications were in order.

Since that time when the easement was granted, the Union has attempted to establish dialogue with the Associations and has maintained a vigilant watch that Administrators of various Hospitals continued to require newly employed Health Science Personnel presently under Union Certification to become members of the Union following 30 days employment.

PROVINCIAL EXECUTIVE INTRODUCED . . .

BROTHER JACK CRAWFORD — Regional Executive Board Member, Vancouver Island.

Orderly, Ladysmith General Hospital. Married with two children. Jack served as Unit Chairman in his Hospital for two years before the 1970 Convention when he was elected as Regional Executive Member for the Vancouver Island Region. Jack is very active in community clubs and lodges. In his spare time, he enjoys outdoor recreations.



SISTER FRANCES GELOWITZ — Regional Executive Board Member, Lower Mainland.

Press Operator, St. Mary's Hospital (New Westminster). Two sons. Elder son is a teacher in Burnaby and is married to a school teacher. Younger son is presently in Grade 10 in New Westminster High School. Fran has worked in hospitals all her life. Member of St. Mary's Executive for past 11 years. Favorite hobbies included sewing and dress-making.

. . . who participate on Provincial Executive meetings, such as one held in Victoria on February 26 and 27



Servicing — The Real Key to an Effective Organization

A Collective Agreement is not worth the paper it is written on unless there is an effective Servicing Program to ensure the terms of the Agreement are honoured. In most of the day-to-day working life, the employer and the employee have no need to refer to the terms of a Collective Agreement to resolve a dispute.

However, whenever people engage in any joint endeavour, such as work, private interests can come into conflict and it is then that the Collective Agreement should be the authority as to which interest should be given priority.

In order to ensure that the Collective Agreement is properly administered for Hospital Employees' Union members, the Union has established "Servicing" as a priority and has invested a great deal of time and money toward Servicing. For example, an Educational Program to train members on the job, including both Unit Executive and Shop Stewards recognizes servicing as an on-going relationship between people working at the hospital and hospital management. Secondly, the Provincial Office Staff has been increased by recruiting hospital workers at Staff Trainees, who, following successful completion of a training program become full-time Staff Representatives. With increases in staff it has become possible to divide the province into Servicing Areas and to assign servicing responsibilities to Staff Representatives on a geographic basis. (See Servicing Chart on next page.)

Because of increased staff and increased membership, the Union has made alterations and additions to its office space at the Provincial Office at 538 West Broadway and recently opened a Vancouver Island Regional Office at 960 Blanchard Street in Victoria. The total servicing program is augmented by Technical and Clerical staff. These technical and clerical personnel are recruited from within and outside the hospital industry in such areas as Job Evaluation, Education and Research.

The integration of these three areas of servicing: on-the-job by Unit Executives; full-time Staff Representatives with delegated geographic responsibilities; and technical and clerical employees who provide specialized support ser-

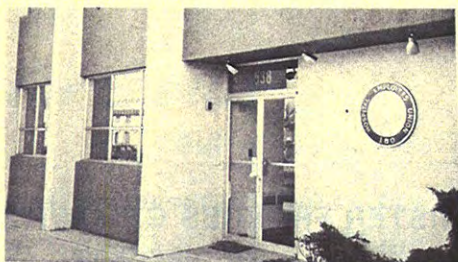
vices, requires co-operation and communication.

Communication from Unit Executives in the form of questions, criticisms or suggestions, are welcomed as feed-back of areas that need improvement. It is

certainly the goal of the Hospital Employees' Union to provide a progressive servicing program. This goal has been strongly endorsed at Union Conventions and at Provincial Executive meetings. To achieve this goal requires everybody's support and involvement.

PROVINCIAL OFFICE

538 WEST BROADWAY, VANCOUVER



REGIONAL OFFICE

960 BLANCHARD STREET, VICTORIA



B.C.I.T. COURSE ON LABOUR RELATIONS

H.E.U. members attend course

Each year the Hospital Employees' Union sponsors several Unit Officers to attend an advanced course on Labour-Management Relations at the B.C. Institute of Technology in Burnaby. The course consists of a detailed study of the main Statutes governing Management-Labour Relations and Collective Bargaining Procedures.

Case histories are studied in conjunction with the appropriate Labour Statutes and Regulations.

The course is a worthwhile experience to those interested in the field of Labour-Management Relations. Comparisons between the British Columbia system and the Swedish system of Labour-Management Relations were frequently the subject of discussion.

Shown below are some of the spon-

sored Representatives from H.E.U. who attended the course. From left to right they are Brother Hientz Eisenhuth (St. Paul's); Brother Bill Zomers (Mission); Brother Ray MacDonald (Sunny Hill); Brother Owen Adams (Royal Columbian); Sister Blanche Pearsall (Maple Ridge). Brother Harry Curle (Royal Columbian) took the picture.



SERVICING SCHEDULE

	VANCOUVER ISLAND	LOWER MAINLAND	FRASER VALLEY	OKANAGAN	KOOTENAYS	NORTH
J. DARBY Financial Secretary			Chilliwack Maple Ridge			
J. D. GEROW Director, Membership Services Education Public Relations Special Projects Organizing					Castlegar Grand Forks Nakusp Nelson Rossland Trail Kaslo	
J. WEISGERBER Regional Servicing Representative	Cumberland Chemainus Campbell River Duncan Ladysmith Nanaimo Port Alberni Mt. St. Mary Solarium St. Joseph's Priory Jubilee					
J. E. LAWSON Staff Representative		Powell River Harwood Holdings Sechelt Squamish		Ashcroft Lillooet Lytton Merritt		Dawson Creek Versafood Ft. St. James Kitimat Ocean Falls Prince George Quesnel Terrace Williams Lake Smithers
W. H. PERKIN Staff Representative		Mt. St. Joseph's		Armstrong Enderby Kamloops Kelowna Oliver Penticton Revelstoke Salmon Arm Summerland Vernon	Cranbrook Creston Ferne Golden Invermere Kimberley	
W. G. ROLFE Director, Technical Services Job Evaluation Research		Royal Columbian				
R. G. MAGILL Staff Representative		Vancouver General St. Paul's Lions Gate White Rock	Langley			
LEE WHYTE Job Analyst Job Analysis Research		Burnaby Surrey				
O. ADAMS Staff Trainee		Richmond Sunny Hill Grace	Hope Mission			
P. O'NEIL Staff Trainee		Louis Brier St. Mary's	Menno Abbotsford			

AROUND THE LOCAL INTERIOR



E. Kootenay Seminar



Golden



Creston



Penticton



E. Kootenay Seminar



Summerland



Cranbrook



Vernon

WITH A CAMERA

NORTHERN



Prince George



Fort St. John



Williams Lake



Prince George



Fort St. John



Prince George



Quesnel



Fort St. John



Prince George



Williams Lake

AROUND THE LOCAL WITH A CAMERA

INTERIOR

NORTHERN



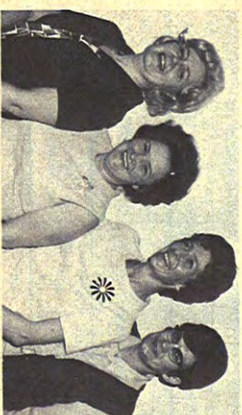
E. Kootenay Seminar



Creston



E. Kootenay Seminar



Granbrook



Golden



Penticton



Sumnerland



Vernon



Prince George



Williams Lake



Fort St. John



Queens



Prince George



Fort St. John



Prince George



Prince George



Fort St. John



Williams Lake

DISPUTES RESOLVED

ORDERLIES TO RECEIVE INCLUSIVE SHIFT

A recent Arbitration Award found that all Orderlies (except O.R.) in the Royal Columbian Hospital should be re-instated to an inclusive shift of 7½ hours per day, with the ½ hour meal period included within the Hours of Work.

The dispute arose after the Hospital scheduled its Orderlies exclusive of meal period, effective January, 1971, after honoring an inclusive shift throughout 1970.

As the Award points out, superior arrangements when negotiated into a Collective Agreement can only be deleted as a result of collective bargaining. Nothing else has been written into the Agreement to make the Arrangements meaningless and therefore Hours of Work for these Orderlies are to be scheduled inclusive of meal periods and employees are to receive ½ hour overtime from January 1 until exclusive shift scheduling is discontinued.

LABORATORY TECHNICIANS TOO!

Subsequent to the Award for Orderlies and Inclusive Shifts, a group of Laboratory Technicians on the evening shift at the Royal Columbian processed a Grievance on the same Complaint and Issue.

The dispute was resolved between the Hospital and the Union without going to Arbitration. Laboratory Technicians on the Evening Shift (Present incumbents) will be re-scheduled with their meal period included within their Hours of Work. It was only because of the delay in processing the grievance that the Union accepted a partially compromising proposal made by the Hospital. There is a lesson here for the membership to recognize the "7 Day Requirement," in processing the grievance.

TEMPORARY "A" EMPLOYEES — ONE WHO WORKS 2 OR MORE SHIFTS PER WEEK

A dispute recently arose whether an employee who consistently works 2 or more shifts, or equivalent, per week is a Temporary "A" Employee and is entitled to all the perquisites under the Collective Agreement.

The Hospital took the position that the employee has to be scheduled 7 days in advance. The Union took the position that the number of hours worked was the determining factor in deciding whether an employee was Temporary "A" or Temporary "B".

The Hospital finally acceded to the Union's position and is in the process of calculating perquisites for the particular employee back to January 1, 1970.

Presentations in Penticton

At their regular monthly meeting in February, Members of the Penticton Hospital Employees Union Local 180 honoured two of their retiring members. Mrs. Jean Dickson, a Practical Nurse, and Mrs. Helen Herrick of the Dietary Department, were presented with farewell gifts by the Chairman, Mrs. Theo Westfall. Mrs. Dickson received a clock radio and Mrs. Herrick received a lovely pair of three dimensional pictures. Lunch was served in their honor and a special cake marked with luck and best wishes was provided. Happy thoughts for a long and healthy retirement are sent to Mrs. Dickson and Mrs. Herrick from their many friends at the Penticton Hospital.

IN VICTORIA

Seminars continue

Representatives from the Royal Jubilee Unit recently participated in a two-day Seminar on Contract Interpretation. Below are members of the Executive of the Royal Jubilee Unit which was recently organized under H.E.U., Local 180.



For Union Dues

Says Financial Secretary

Income Tax Receipts Not Required

Our Accountants advise that it is *not necessary* to issue Income Tax Receipts in order that our Members can claim their Dues as an Income Tax Deduction.

I would suggest you post, on your Hospital's Notice Board, the letter from Gardner, McDonald & Company, in order that our Members are made aware of the circumstances surrounding Union Dues Receipts and Income Tax Deductions.

The Union Dues paid by a Member of this Organization can be calculated in the following manner:

January, 1970, to August, 1970, inclusive	\$3.00 per month times 8 months: \$24.00
September, 1970, to December, 1970, inclusive	\$5.00 per month times 4 months: \$20.00
TOTAL (Maximum for 12 months' Membership in 1970)	\$44.00
<i>Initiation Fees are not Tax Deductible and should not be claimed.</i>	

Any Unit wishing to have Announcements of Coming Events, Presentations, or any article of special interest to H.E.U. members published in the HOSPITAL GUARDIAN should send the particulars to the Editor, Hospital Employees' Union, Local 180, 538 West Broadway, Vancouver. Pictures, taken in black and white, can be reproduced in THE GUARDIAN and pictures will be returned to the Unit if requested.

The Editor reserves the right to publish and edit material.

Portability of Perquisites

Portability of Perquisites was first negotiated into the 1968-1969 Provincial Master Agreement.

The portability clauses have made it possible for hospital workers in B.C. to transfer from one hospital in B.C. to any other hospital in B.C., without losing some of the fringe benefits that it has taken years to accumulate.

The only requirement needed to qualify under the portability clause is that you must be a member of the Hospital Employees' Union, Local 180, in a Hospital covered by the Union Contract, and that you transfer to another Hospital covered by the Union Contract. (With 71 current certifications, and two pending it will soon be difficult to find a hospital that is not covered by Union Contract.) The elapsed time between transfer from one hospital to another must not exceed three months.

On completion of the probationary period at the new hospital, employees with the right to transfer their perquisites will be credited with the following service earnings:

1. Wages

Previous service in a similar position classification shall be recognized and the employee shall proceed to the increment step commensurate with his accumulated hospital seniority.

2. Annual Vacations

Vacation entitlement earned during previous employment shall be credited to the employee, and vacations granted shall be in accordance with such previous entitlement, i.e. two weeks after one year, three weeks after three years, four weeks after eight years, five weeks after 16 years and six weeks vacation with pay after 24 years of accumulated service. The choice of vacation periods are based on seniority with the current employer hospital.

3. Sick Leave

All the unused accumulation of sick leave at the previous hospital(s) up to a maximum of one hundred and twenty (120) days shall be credited to the employee at the current hospital.

4. Seniority

Only the Seniority to qualify for the perquisites of wage increments, annual vacation entitlements, and sick leave credits, is transferable from one hospital to another. Seniority required to compete with other employees for promotional positions, etc., is calculated from your first day of employment with your current hospital employer.

Scholarship Programme

Each year, a number of Union Scholarships are made available to sons and daughters of Local 180 Members.

For the 1971-'72 Academic Year, the Vancouver General Unit of Local 180 is providing two (2) Scholarships of \$350.00 each for the two (2) top Scholarship Candidates; two (2) Scholarships of \$250.00 each are provided by the Provincial Executive of Local 180; and one (1) \$250.00 Scholarship is sponsored by the St. Joseph's Unit (Victoria), of Local 180.

These Scholarships are offered to Students who are proceeding in the Fall from Grades XII or XIII of High School, to a full programme of studies in any field leading to a degree, at the following Educational Institutions:

CAPILANO COLLEGE, WEST
VANCOUVER

DOUGLAS COLLEGE, NEW
WESTMINSTER

UNIVERSITY OF BRITISH COLUMBIA
UNIVERSITY OF NOTRE DAME,
NELSON, B.C.

UNIVERSITY OF VICTORIA

SIMON FRASER UNIVERSITY,
BURNABY, B.C.

SELKIRK COLLEGE, CASTLEGAR
VANCOUVER CITY COLLEGE

The Scholarships are also available to Students entering the B.C. Institute of Technology in any field leading to a diploma in Technology.

To be eligible, an Applicant must:

- a) Be the son or daughter of an active Member of the Union, or the son or daughter of one who was an active Member of the Union as of January 1st, 1971, *but who has since been superannuated.*
- b) Write the Government Scholarship Examinations conducted in June by the Department of Education, and obtain clear standing and an over-all average of not less than 70%.
- c) File with the Dean of Inter-Faculty and Student Affairs, University of B.C., a letter indicating the connection of his or her parents with the Union, and complete the Special Bursary Form of the University. This Form, which will be sent to the Candidate on receipt of the letter, must be received

by the University *not later than July 15th, 1971.*

Candidates should note that intention to write Government Scholarship Examinations must be filed with the Department of Education, Victoria, B.C., through the School Principal, *before June 1st, 1971.*

The Scholarships will be awarded to the Candidates who, in the opinion of the University (in consultation with the Union), are best qualified in terms of academic standing and financial need.

Back Injuries

The Workmen's Compensation Board informs your Union that back injuries account for approximately 20% of all injuries suffered by workers in the Province. This figure therefore constitutes a large body of our members when we relate it to the Hospital industry.

Not all Hospitals have a Safety Committee. However, on checking the reports submitted to this office from the active committees, we find a comparable percentage of our injured members have been injured due to lifting.

Your Union communicated with the W.C.B.'s Safety Director regarding this problem and the Board indicated that they are quite prepared to send one of their instructors to any Hospital to put on a demonstration, hoping this could eliminate at least some of the injuries being suffered.

This, we are aware, would not be the whole answer, therefore the best advice your Union can give our members is to report any and all injuries immediately.

By doing this you substantiate your claim regarding time, area and, if possible, with *witnesses*. If we always remember that the money paid out by the Board is money paid in by the employer and not by the employee one can appreciate why the W.C.B. demands conclusive proof that the injury being compensated has come about while working. And by reporting the injury you have, to some extent, placed the employer in the position of having to make out the Employer's Report to the Board or at least you have it on file if there is a re-occurrence of the same injury.

Back injuries are the hardest to prove. Therefore, more care should be taken by our members when an injury of this type occurs.

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*.

ORGANIZING:

Certification covering the Victorian Hospital of Kaslo has been requested from the Department of Labour. There are approximately 12 employees working at this acute general hospital.

WAGE POLICY CONFERENCE:

A Wage Policy Conference will be held on September 18th and 19th, 1971, in the City of Vancouver. The Conference Call will shortly be sent to each Unit Secretary with advice regarding the number of Delegates that each Unit is entitled to send to this two-day Conference.

EDUCATIONAL SEMINARS:

A series of Educational Seminars based on Contract Analysis has been scheduled to commence during the month of April. It is anticipated this series of Seminars will take until mid-July before it is completed. Approximately 150 Officers and Shop Stewards are expected to attend these Seminars which are being held in eight different locations.

HOME TRAVEL STUDY:

This Report highlighted the travel problems encountered by the Female Work Force during non-daylight hours. The Report, and possible solutions, are being referred to the forthcoming Wage Policy Conference.

C.U.P.E. — LOCAL 180 RELATIONS:

Two meetings have been held by Representatives of the Provincial Executive with Officers of the Canadian Labour Congress regarding Local 180's disaffiliation from C.U.P.E. Further meetings between C.L.C. Officers and the Local Union are expected.

JOB EVALUATION:

The Pilot Study conducted at the Peace Arch District Hospital, White Rock, B.C., has been completed. The B.C. Hospitals' Association has been advised by the Local Union that it must insist upon definite assurances that all Hospitals represented by the B.C.H.A. will be bound by the results of the Evaluation Programme before the Local Union commits itself to go further with the Job Evaluation Programme.

PROVINCIAL EXECUTIVE MEETINGS:

The Provincial Executive has scheduled Meetings on the following dates: April 24th and 25th, 1971; June 25th and 26th, 1971; and August 27th and 28th, 1971.

Servicing in the Northern Region

The Representative for the Northern Region, Jack Lawson completed a one-week servicing trip on March 19 and reports that his meetings with the Membership and with Hospital Management was constructive.

First stop was *Dawson Creek* where Jack held meetings with the Unit Officers of St. Joseph's General Hospital and Versafoods. There were no problems to be discussed with management and the Unit Officers who had recently attended Educational Seminars were resolving problems at the hospital level so Jack moved on to his next destination.

The next stop was *Fort St. John* and the membership of Providence Hospital. A regular membership meeting heard a Report from their Representative and asked a number of questions during the Questions and Answer portion of the meeting. Jack reports that the female nursing staff are happy that they are now permitted to wear pant suits.

The next stop was *Prince George* where a number of problems had been unresolved. Jack had a meeting with the membership and the next day he and the Unit Executive met with the Hospital Administrator in an attempt to resolve some of these problems.

The last stop was *Quesnel* where again Jack and the Unit Executive met with the Hospital Administrator to discuss some problems.

If there was one predominant feature of the meetings with the membership, it was the anxiety of the membership to forward proposed language changes and demands to the next Wage Policy Conference.

Late Night Precautions

R. C. M. P. Officer of the Richmond Detachment gave an interesting talk to Richmond Hospital Unit members prior to their regular March meeting.



Of the many subjects discussed were precautions to take when going off duty late at night. He advised female members to leave the hospital in groups and to lock themselves in their car. He assured those present that the police frequently patrolled the parking lot area, although this was not always obvious to the staff.

He also advised that any incident should be reported to the police at once.

This was followed by a question period which in itself was very informative and appreciated by those present.

New Staff Member



Sister Lee Whyte was recently employed by the Union to fill the position of Job Analyst.

Lee is a Commerce graduate from the University of British Columbia and was with the Canadian Trade Commission for one year before joining the Union.

Besides job analysis, Lee is to be responsible for specific areas of research and has Burnaby and Surrey Hospitals as servicing responsibilities.

Peter Koel Retires

Star-gazer honoured

At their regular Unit Meeting on April 7th, 1971, the Members of Mount St. Mary Unit in Victoria honoured Peter Koel who retires after 18 years' service with the Hospital as a Maintenance Man.

A Member of the original Organizing Committee, Brother Koel has held the Office of Warden for the Mount St. Mary Unit since the Union first received certification in 1966.

A Member of Victoria's Amateur Astrology Society, Brother Koel was presented with two books on the Study of Astrology on behalf of all of the Unit's Members.

Brother Koel is planning an extended trip through Eastern Canada, Florida, and Mexico and hopes to take a trip to Holland to visit old friends and relatives. When not travelling, and spending time with his friends, Peter Koel plans to spend more time watching the stars.



Peter Koel (second from right) talking to the "Boys" after the Unit Meeting.

AVERAGE WEEKLY WAGES AND SALARIES BY INDUSTRY

	NOVEMBER, 1970*		
	CANADA	B.C.	VANCOUVER
		DOLLARS	
Forestry	148.67	176.84	n.a.
Mining, including milling	171.70	185.08	n.a.
Manufacturing	136.30	153.17	151.77
Construction	177.54	202.62	192.68
Transportation, Communication and other utilities	145.39	157.39	158.71
Trade	100.81	113.71	117.86
Finance, Insurance and Real Estate	122.60	118.96	123.76
Service	92.08	96.70	104.17
Industrial Composite	129.91	142.27	137.67

*Latest available figures.

Source: Dominion Bureau of Statistics

Jubilation Dance

And All Had a Good Time!

On February 27 a dance sponsored by the Vancouver Island Units was held in honour of the new members of the Hospital Employees' Union from the Royal Jubilee Hospital in Victoria.

Following a full course meal, a brief speech was given by W. D. Black, Provincial President, and various other speakers including Mr. Jack Sherlock, Human Rights Commissioner for the Province of British Columbia. After the formalities everyone proceeded to have an enjoyable evening as witnessed by the comments and pictures shown below.



LABOUR'S NOTEBOOK

MOTHER JONES

There is a growing interest in the role women have played in the formation of the Trade Union Movement. The AUTOBIOGRAPHY OF MOTHER JONES tells the story of Mary (Mother) Jones, who was but one of the many women who have devoted their lives to advancing the welfare of working men and women everywhere. A fiery speaker and a fearless agitator and organizer, she spent most of her 50 years in the trade union movement with the coal miners.

At the age of 89 she was active in the first great strike against the U.S. Steel Corporation. The Gary she refers to is Elbert H. Gary, then head of U.S. Steel.

"I was speaking to a large crowd in Mingo. Most of them were foreigners, but they would stand for hours listening to the speakers, trying to fit the English words to the feelings in their hearts. Their patient faces looked up into mine. Slag, the finely powdered dust of the steel mills, was ground into the furrows of their foreheads, into the lines about their mouths. The mark of steel was indelibly stamped upon them. They belonged to steel, branded as are cattle on the plains by their owners.

"I said to them, 'The war — your war — has made the steel lord richer than the emperors of Rome. And their profits are not from steel alone but from your bodies with their innumerable burns; their profits are your early old age, your swollen feet, your wearied muscles. You go without warm winter clothes that Gary and his gang may get to Florida to warm their blood. You puddle twelve hours a day! Your children play in the muck of mud puddles while the children of the Forty Thieves take their French and dancing lessons and have their fingers manicured.

"The struggle for freedom went on. Went on against colossal odds. Steel was against them. And the government was against them. Human flesh, warm and soft and capable of being wounded went naked up against steel; steel that is cold as old stars, and harder than death and incapable of pain.

"The strike was broken. Broken by scabs brought in under the protection of the troops. Broken by breaking men's belief in the outcome of their struggle. Broken by breaking men's hearts. Broken by the press, by the government. In a little over a hundred days, the strike shivered to pieces.

"The slaves went back to the furnaces, to the mills, to the heat and the roar, to the long hours — to slavery. At headquarters men wept. I wept with them. A young man put his hands on my shoulders. 'Mother,' he sobbed. 'It's over.' A red glare from the mills lighted the sky. It made me think of Hell. 'Lad,' said I, 'It is not over. There's a fiercer light than those hell fires over yonder. It is the white light of freedom in men's hearts.'

"Back to the mills trudged the men, accepting hours that made them old, old men at forty; that threw them on the scrap heap along with the slag from the mills at early middle age; that made them nothing but brutes that slept and worked, that worked and slept. Gary and his gang celebrated the victory with banquets and rejoicing. Three hundred thousand workers, living below the living wage, ate the bread of bitterness."

Holiday Scheduling

One of the problems that comes up at this time of year involves the scheduling of vacations in departments where the Department Head decides to take prime vacation time. This, of course, becomes objectionable to our members who are therefore disallowed the summer vacation time in some areas.

Your Union can be of assistance in overcoming this problem with management if notified in time.

The terminology in the Provincial Master Agreement that pertains to this matter is covered with the following language in Article IX Section 7:

"Choice of vacation periods shall be granted employees on the basis of seniority within the Hospital, except where the period requested would be detrimental to the operation of a Department."

Firstly, it clearly states that vacations shall be granted employees by seniority.

Secondly, management personnel, not being employees within the meaning of the Act do not have the right to exercise seniority over our members, thereby taking prime vacations time up at the expense of our membership. Let's rectify this problem in 1971, not some time in the future.

Dinner Meeting

FRASER CANYON UNIT, HOPE VISITED BY PROVINCIAL PRESIDENT

Provincial President and Mrs. Black were guests of honour at a dinner held at the Rupert Taylor Motel, Hope, by the Fraser Canyon Hospital Unit of Local 180, on March 11.

President W. D. Black presided at the Installation of the newly elected officers following a most enjoyable dinner.

The new staff representative Brother Owen Adams was also introduced to those present by President Black.

Shown below are President Black and his wife (right), with Sister Betty Parker, Unit Chairman (left), along with some of the membership.

