

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION 180

Vol. VIII

VANCOUVER, B.C., MAY, 1971



No. 3

**ON
STRIKE**

Medical Clinic on Strike

"THEIR FIGHT IS EVERYBODY'S FIGHT"

On April 26 a small group of Clerical workers employed at the Westview Medical Clinic in Powell River went on strike for Union security, improved working conditions and Better Wages. In order to bolster the number of pickets, the Provincial Executive all participated for the first day on the picket line. (See pictures on Page 3 opposite.)

In forcing the Union to take Strike action, the Doctors who are the Owner-Operators of the Medical Clinic have taken the position that "Business would continue as usual" and that patients would have to cross the picket line in order to receive medical attention. Because of the number of pickets, many patients were aware that a Strike was in effect and, therefore, refused to cross the Picket Line.

APPOINTMENTS CHANGED

It is reported, however, that when the Doctors were confronted with the pickets, they phoned many of their appointments that were to be later in the week and asked them to come in that day. Some

of the patients complied with the request to come in earlier in the week for their appointment and crossed the Picket Line. These patients perhaps, were not aware that they could receive the same services at the Hospital and, therefore, perhaps one can understand why some would cross the Picket Line.

PATIENTS ASKED TO GO TO HOSPITAL

The Hospital Employees' Union, which is the certified bargaining agent for the girls on strike, has placed advertisements in the paper and announcements over the local radio station, informing the public that a Strike was in effect at the Westview Medical Clinic and that medical at-

tention and emergency services would be provided at the Hospital.

The Union also made it clear in these advertisements and announcements that the quarrel was not with all the Doctors in the town but only with the Doctors who were the owners of the Clinic and, therefore, the girls' employer.

It is not the Union's intention to prohibit or stop business or patronage of local merchants and the one dentist which have their Place of Business in the same Plaza. This point has also been made clear in the advertisements and announcements.

DOUBLE STANDARDS CHALLENGED

The girls on strike are engaged in a "Life and Death Struggle" for their jobs and the right to join a Trade Union and bargain a reasonable agreement. Their fight is everybody's fight because failure

(Continued Next Page)



Flanked by Pat Bolton, a member (left), and Mrs. Grace McFarlin, chairman of the Medical Clinic Unit (right), Secretary Business Manager R. S. McCready walks the picket line. In the background are Miss Irene Laundry from St. Joseph's Hospital, Victoria, B.C. (left), and Jack Lawson, full-time staff representative for the Northern Region.

Everybody's Fight

(Continued)

to resolve the dispute would be victory to the Doctors who are the employers of these girls. In a Trade Union town like Powell River, this struggle should not be taken lightly. The "Double Standard" between the girls' wages and the Doctors' income relative to the jobs performed can be carried to the question of the right to Union representation and a reasonable Collective Agreement.

HOSPITAL UNIT HELPS

The Employees of the Powell River Hospital who are also members of the Hospital Employees' Union are augmenting the picket line around the Westview Medical Clinic. It is also hoped that local Unions in Powell River will likewise lend their support if necessary on the picket line. In addition, all 10,000 members of the Hospital Employees' Union in the 71 hospitals for which the Union is certified are lending their support morally and financially. It is also hoped that other Associations or Unions which have a vested interest will cooperate by recognizing the picket line and will not interfere or detract from the girls' fight by "scabbing" or crossing the Picket Line.

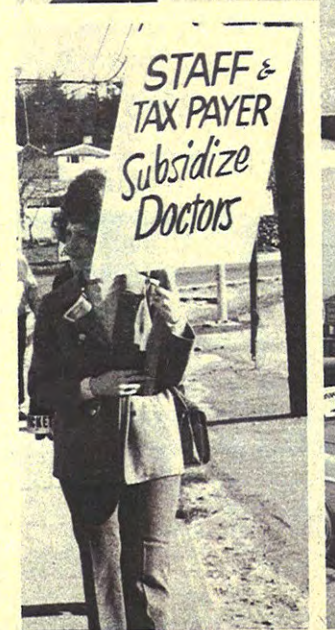
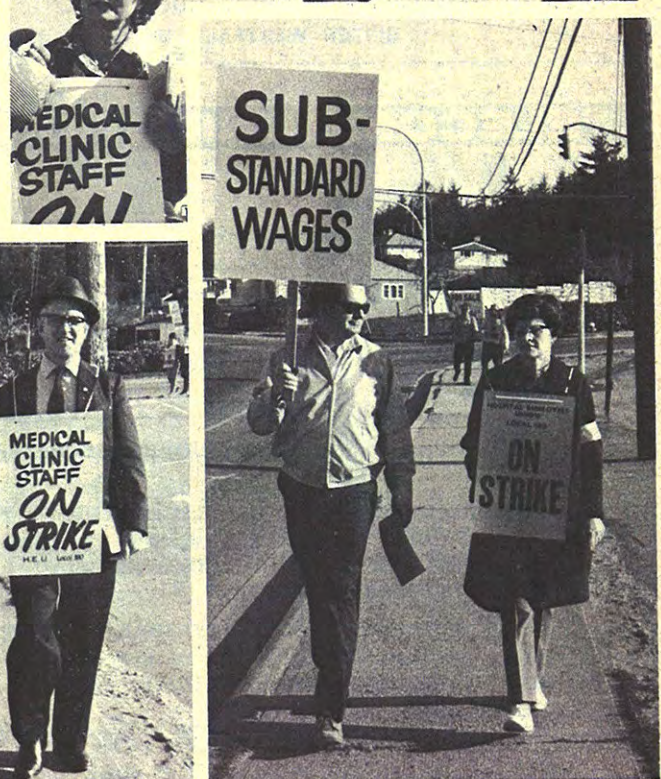
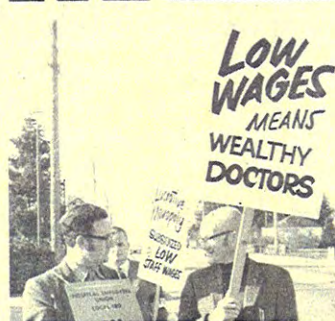
UNION PRINCIPLES

It should be clear to all Trade Unionists and to every person with a Social Conscience and Concern for his fellow employee, regardless of Union or Association affiliation, that "their fight is our fight" and that they should take the position of support to help the girls achieve the Right to Union Representation with Decent Wages and Working Conditions.

AN ECHO OF THE DARK AGES

This is what John Gower, an English estate manager, had to say in the year 1385:

"The world goeth fast from bad to worse when shepherds and cowherds for their part demand more for their share than the master-bailiff (himself) was wont to take in days gone by. Laborers of old were not wont to eat of wheaten bread. Their meat was of beans or of coarser corn and their drink of water alone. Cheese and milk were a feast to them. Then was the world ordered aright for folk of this sort. Three things, all of the same sort, are merciless when they get the upper hand: a water flood, a wasting fire, and the common multitude of small folk. Ha, age of ours, whither turnest thou? For the poor and small folk, who should cleave to their labor, demand to be better fed than their masters."



For Girls in Westview

STRIKE STRONGLY SUPPORTED

While no formal request or appeals were made prior to the Strike by the Union, nevertheless, several Labour Bodies and Hospital Units have pledged support to the Girls at Westview Medical Clinic.

The Executive of the largest Union in Powell River, the International Pulp and Sulphite Workers, Local 76, pledged support as have the local Municipal Garbage Disposal Workers and Letter Carriers. Other support comes from the Teamsters and Laundry Workers.

In addition, the Trail, Kamloops, Penticton, Kelowna, Richmond, St. Paul's, V.G.H., Surrey and Royal Columbian Units

of Hospital Employees' Union have already sent moral and financial support. This type of encouragement has been appreciated by the girls, who right at this moment are walking the Picket Line.

The Hospital Employees' Union is confident that all Units and all Trade Unionists will pledge their support and will take positive steps to help the girls win their fight for Union Security and decent wages.

Below are some of the telegrams and messages of support that have been received in the Provincial Office of the Hospital Employees' Union, Local 180.

TO: R. S. McCREADY **FROM: PENTICTON**
MEMBERS OF PENTICTON UNIT ARE IN ACCORDANCE WITH YOUR ACTION TAKEN ON BEHALF OF THE POWELL RIVER CLINIC. OUR WISHES FOR AN EARLY AND SUCCESSFUL CONCLUSION GO OUT TO OUR FELLOW MEMBERS. A DONATION OF FUNDS WILL FOLLOW OUR REGULAR MEMBERSHIP MEETING. GOOD LUCK.
SISTER WESTFALL, BROTHER JEFFRY

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MR R S McCREADY 844
(DELIVER ONLY) SECRETARY BUSINESS MANAGER
HOSPITAL EMPLOYEES UNION 538 WEST BROADWAY VANCOUVER 9 BC
PLEASE ADVISE POWELL RIVER PICKETS THAT VGH MEMBERSHIP SOLIDLY BEHIND THEIR STRUGGLE FOR FIRST AGREEMENT. ANY ASSISTANCE OUR UNIT IS ABLE TO OFFER IS THEIRS
J BALLARD SECRETARY VGH UNIT

TELEGRAM FROM: MRS. A. C. McCUMBER, SECRETARY, H.E.U., TRAIL.

THE MEMBERS OF TRAIL LOCAL H.E.U. EXTEND TO THE MEMBERS OF HARWOOD MEDICAL CLINIC EMPLOYEES OUR WHOLEHEARTED SUPPORT AND SINCERELY HOPE FOR A SPEEDY SETTLEMENT.

(SGD.) H. E. McCUMBER, SECRETARY, TRAIL UNIT H.E.U.

RICHMOND GENERAL HOSPITAL MEETING, WEDNESDAY, APRIL 28

HOSPITAL EMPLOYEES' UNION MEMBERS OF THE RICHMOND GENERAL HOSPITAL UNIT PLEDGE 100% SUPPORT OF WESTVIEW CLINIC MEMBERS PRESENTLY ON STRIKE FOR WAGE PARITY AND WORKING CONDITIONS. THEY BACK THEIR PLEDGE WITH A CHEQUE FOR \$70 FOR UNIT FUNDS

SISTER ANNE BJORNSON, WHO WON THE \$5 DOOR PRIZE, DONATED IT TO THE CAUSE.

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SECRETARY BUSINESS MGR

HOSPITAL EMPLOYEES UNION LOCAL 180 538 WEST BROADWAY VANCOUVER 9 BC
DEAR MR McCREADY WE OF ST PAULS UNIT WISH TO INDICATE OUR SUPPORT TO HARWOOD HOLDINGS MEDICAL CLINIC OF POWELL RIVER BC IN THEIR STRIKE AGAINST THEIR EMPLOYERS FOR FAIR AND REASONABLE WAGES
V GANCZEWSKI SECRETARY ST PAULS UNIT.

TO: R. S. McCREADY **FROM: NEW WESTMINSTER**
AT THE LAST GENERAL MEETING HELD BY R.C. UNIT, LOCAL 180, A RESOLUTION WAS PASSED BY MEMBERSHIP PLEDGING 100% SUPPORT TO ACTION TAKEN BY THE CLERICAL TECHNICIANS EMPLOYEES AT THE POWELL RIVER CLINIC. FIGHTING FOR WHAT IS YOUR RIGHT IS NEVER WRONG. HAVE FAITH AND WIN WELCOME TO OUR UNION. OUR SUPPORT IS WITH YOU ALL THE WAY. RAY PLEASE CONVEY THIS MESSAGE TO OUR SISTERS IN POWELL RIVER.

DESI GILLIS,
SECRETARY, ROYAL COLUMBIAN UNIT ON BEHALF OF EXECUTIVE AND MEMBERS OF THIS HOSPITAL.

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PLEASE CONVEY TO BROTHERS AND SISTERS OF WESTVIEW MEDICAL CLINIC THE PROMISE THAT MEMBERS OF RICHMOND UNIT OF LOCAL 180 WILL SUPPORT THEM MORALLY AND FINANCIALLY AS FAR AS UNIT FUNDS WILL PERMIT
RICHMOND UNIT HOSPITAL EMPLOYEES UNION

TELEGRAM RECEIVED FROM: KELOWNA UNIT
KELOWNA UNIT LOCAL 180 SUPPORTS THE MEDICAL CLINIC, POWELL RIVER. FINANCIAL HELP ON THE WAY IF NECESSARY. STAND FIRM WE ARE WITH YOU.

(SGD.) MARION PERRY, CHAIRMAN KELOWNA UNIT

"Members of the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers support your efforts to secure good wages and conditions for your members at the Westview Medical Clinic. The Trade Union movement has helped

to provide Doctors with a high standard of living — those employed by Doctors are just as entitled to good standards."

E. P. O'Neil,
International Vice-President,
International Brotherhood of Pulp,
Sulphite and Paper Mill Workers.

DECISION TO STRIKE

The decision to go on strike was not an easy decision for the girls of the Westview Medical Clinic. They knew that their choice to join a Union and to actively participate, such as being Unit President or Secretary brought risk of reprisal, including dismissal from the Doctor-Owners of the Clinic.

At present there is a complaint of unfair Labour Practices before the Labour Relations Board for the dismissal of one or two Unit Chairmen who have been "released" subsequent to becoming active in the Union.

DOCTORS ORGANIZED

In summary, they knew the Doctors who are members of one of the strongest Associations in the world, did not want their Employees to be represented by a Union. Likewise, the decision to go on strike was not any easy decision for the Provincial Executive of the Hospital Employees' Union, Local 180, which has the final authority to authorize Strike Action. This is the first strike in the Union's 27-year history.

STRIKE PROVOKED

After considering the fact that the Doctors had not bargained in "good faith" and that the Union was equally responsible to the girls in the Clinic as it is to the 10,000 members in Units throughout the Province, there was only one choice to be made — the Doctors by their attitude at the bargaining table and lack of respect for the rights of their employees on-the-job, had forced the Union to strike. Now the Union is on strike, it fully intends to win the strike by forcing the Employer back to the bargaining table.

Picketing will be responsible and organized to ensure that no patient is deprived of medical attention. The quarrel is with the Medical Clinic and the Doctors, not with the patient and towns-people. If patients suffer as a result of this strike, it will be because the Doctors have used the "Patient as a Pawn" in their effort to deprive their employees the right of Union security, decent wages and working conditions.

Provincial Executive meets in Powell River to make final decision . . .



Powell River Unit sponsors "Coffee Party" to give Clinic workers support . . .



Now await final resolution of dispute . . .

Before Wage Policy Conference

Contract Analysis Seminars To Be Completed

The Provincial Office has stepped up the timing of its current series of Educational Seminars so that all Regions of the Province will have had a Contract Analysis Educational Seminar prior to the Wage Policy Conference to be held in Vancouver on September 18 and 19, 1971.

The reason for the timing of the current series of Educational Seminars is to provide key Unit Officers, Shop Stewards, and Unit Members with meaning and intent of the current collective agreement.

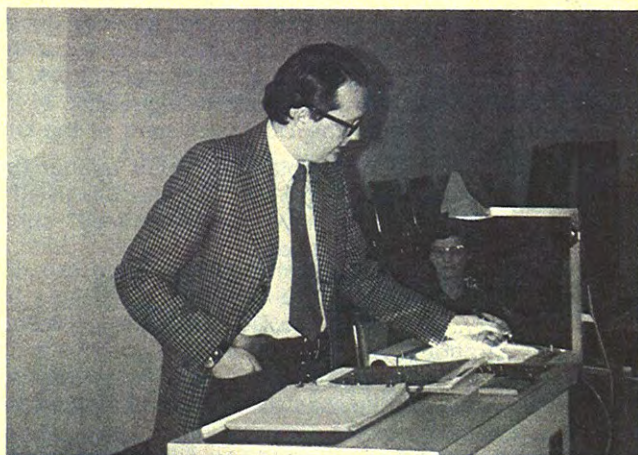
Each Unit will thus have effective guidance at the Local Unit level when contract language demands are formulated, and, effective representation at the Wage Policy Conference where contract language demands will be decided for the Elected Provincial Bargaining Committee.

Before meaningful contract language bargaining demands can be formulated and concluded, key Unit Officers, Unit Shop Stewards and Unit Members must have a full knowledge of the current collective agreement. The following is the calendar of the Regional Educational Seminars on Contract Analysis:

April 3 and 4, 1971 — Lower Mainland.
April 17 and 18, 1971 — Lower Mainland.
April 29 and 30, 1971 — Lower Mainland.
May 3 and 4, 1971 — North Okanagan.
May 6 and 7, 1971 — South Okanagan.
May 12 and 13, 1971 — Fraser Valley Region.
May 17 and 18, 1971 — South Vancouver Island.
May 20 and 21, 1971 — North Vancouver Island.
June 21 and 22, 1971 — East Kootenays.
June 24 and 25, 1971 — West Kootenays.
June 29 and 30, 1971 — North Region.



Seems to me . . .



Let's take a look at Article One . . .



Does it really mean that? . . .



I never thought of it that way . . .



I saw it in here somewhere . . .



Now I know what to say . . .



I better think about this one . . .

Grace Unit Holds Annual Social

The Grace Unit held its annual Dinner and Social Evening at the Blue Boy Hotel, Vancouver, on Saturday, March 27. This was a most enjoyable occasion and its success must be attributed to the efforts of the Unit Officers and helpers, particularly to those who spent so much time wrapping parcels for it seemed that everyone won or received a prize.



Members of Grace Unit enjoying a good social evening



Chairman K. Kidd; Vice-Chairman Ruth Fowles

Firing disputed

Lab. Technician To Arbitration

Claiming improper procedures have been utilized by the Hospital, the Chilliwack Unit have directed an unresolved grievance to Arbitration. The Grievance involves a Laboratory Technician who has had diagnostic experience spanning more than 18 years. After approximately four months service with the Chilliwack Hospital the Technician was terminated.

The Union has selected Wm. Rolfe, Director of the Local Union's Technical Services to represent it at the Board, the Hospital has appointed Mr. J. Linklater, Director of Labour Relations for the B.C. Hospitals' Association to represent the Hospital. A chairman has not been selected at the time of printing.

hippocrates club

SPORTS: skiing, sailing, hiking, volleyball

CHARTER FLIGHTS: low cost - around the world

EVENTS: films, bridge, educational workshops

NURSES, DOCTORS, HOSPITAL EMPLOYEES AND ASSOCIATES

CONFIRMED CHARTER FLIGHTS

SEP. 01 — SEP. 22, 1971	VANCOUVER—AMSTERDAM	RETURN \$265.00 (3 WEEKS)
SEP. 03 — SEP. 29, 1971	VANCOUVER—LONDON	RETURN \$259.00 (4 WEEKS)
DEC. 05 — FEB. 27, 1972	VANCOUVER—RIO DE JANEIRO (Brazil)	RETURN \$560.00 (3 WEEKS)

FOR INFORMATION AND BOOKINGS PHONE CLUB OFFICE 434-3534

THE HOSPITAL GUARDIAN

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

GUEST EDITORIAL

We Know What It Means Now

Language to people free of trouble and uninvolved in the valleys and peaks of living is merely a string of words put together badly or well. It is perhaps at best entertainment. But in time of trouble, thoughtful language relevant to the situation, is real and meaningful. It can — and very often is — a comfort in the realization that your situation is not unique. Perhaps, for some of us, the words written of conflicts and dialogue in labor disputes, emphasize how committed mentally and emotionally we are to all working people who have gone through or now face banishment to the street by their employer.

The Ontario Federation of Labor published an editorial, and the ITU Review editor saw it as meaningful to their members and republished it. We understand the meaning of the words. It asks:

WHO WANTS TO STRIKE?

Some people get the idea from headlines and newscasts that union members are just aching to go on strike all of the time. These people forget that good news is no news.

Next time you see men and women walking a picket line, just imagine how frustrated you would have to feel before you would voluntarily give up your pay check, and before you would be willing to tramp around in rain, heat, snow or cold.

Or, if you are one of those people who think that the strikers have been "agitated" to go on strike by some "union leader," just think of the way in which the union treasury — which is really other union members' collective savings — is going to be tapped to provide welfare and other assistance to those on strike.

If the strike takes place in some "essential" service and inconveniences you, don't forget that the strikers and their families use those essential services too. They suffer the same inconvenience plus the extra disadvantages.

The truth is that employees have to be very, very frustrated and quite convinced that their employer isn't treating them fairly before they will voluntarily give up their pay in the hope that, by depriving their employer of some of his earnings, they may get him to take them more seriously. And the truth is that experienced union leaders do everything possible to avoid, rather than encourage, work stoppages.

Our system of free collective bargaining, which asks employers and employees to work out fair wages and working conditions themselves, has protected us from civil disorders which take place where people can't bargain collectively. It is giving more and more people a fair share of our increasing production of goods and services.

The only alternative is complete control of everything and everybody by some all-powerful dictator.

The occasional picket line shows that our collective bargaining system isn't perfect. But like democracy — which isn't perfect either — no one has worked out a better system.

—Reprinted from "The Outsider,"

Provincial President Challenges Prejudice

Women Have a Role in Trade Unions

"The age-old conflict between the sexes still intrudes and insinuates itself into the work place and interferes with early achievement of economic equality between male and female workers.

"The old 'hangover' that a 'woman's place is in the home' is not nurtured by men alone, however, because it is still very evident in attitudes within women themselves.

"Ceilings are placed on the ambitions of young women by their own anticipation of what they think men will tolerate. Many women fear success lest they lose their femininity. This does not mean that the attitudes of male workers are completely objective; many men fear failure lest they lose their masculinity.

"In these days when old traditions are being challenged everywhere, you will find that employee attitudes towards Unions are also undergoing a transformation. Historically, trade unions have been viewed as masculine institutions. The traditional male work force has been in the vanguard during the past, in organizing, servicing, and communicating with the public.

"When you ask the man or woman in the street what they think about when they think of Unions, they think of men picketing, or men agitating, or men involved in public demonstrations, or they have not thought of women when they thought of unions in the past.

"Many men and women at work today, no longer hold sacred the old traditions. Both male and female workers, particularly in our own local union, are determined to stamp out the old role that employers forced upon women as being the source of cheap labour.

"In the past two years, the tempo of representation to achieve economic equality for the women employed in the hospital industry has been accelerated. Where the Union has not always been able to successfully negotiate equal pay for equal work, it has, by employing Arbitration Boards, been able to make significant advances in the eventual goal of equal pay for equal work."

Excerpts from a recent speech given by Provincial President, W. D. Black, on the role of the B.C. Human Rights Commission in wage determination.

Vancouver Island Conference

Delegates Determine Direction

Delegates comprised of the Chairman and Secretary of each Vancouver Island Unit met in Victoria on April 18th at the Unions' first Vancouver Island Regional Conference.

Jack Crawford, Regional Executive Board Member for Vancouver Island, and also a delegate from the Ladysmith Unit was the Conference Host.

Representing the Provincial Executive at the Conference were three Table Officers, Brothers W. D. Black, Provincial President, J. Darby, Provincial Financial Secretary, and R. S. McCready, Secretary Business Manager.

In his keynote address, the Provincial President stressed the purpose of the Conference was to provide better service to the membership, establish sound administrative practices for the region and provide the basis for long range regional policies that will correlate the activities and goals of Units in the region.

INVENTORY TAKEN

Delegates took a probing look at the weaknesses and strengths of not only their own organization, but also those of the Hospitals, the B.C. Hospitals Association, and the B.C.H.I.S.

Their consensus was that although an adversary role existed between the Union of the Hospitals, a reasonable and viable relationship existed.

Concern was expressed over apparent difficulties the B.C.H.A. seemed to be experiencing with some of their affiliated hospitals. Misinterpretation of contractual provisions and the unlikelihood of universal implementation of negotiated programs by some hospitals is casting shadows on provincially negotiated agreements.

A "wait-and-see" attitude prevailed in discussions involving the B.C.H.I.S. and Health Minister Loffmark's possible involvement in contract negotiations slated for later in the year.

An inventory of the local unions' resources and capabilities at the unit, regional and provincial levels indicated that the full potential of the organization was not yet utilized. Proposals designed to realize the local unions' full potential ranged from suggestions there be more educational programs, with specific emphasis being placed upon the accelerated recruitment and training of shop stewards at one end of the organizational spectrum, and a more intensive and technically oriented educational program for existing officers and representatives at the other end of the spectrum.

ADMINISTRATION REVIEWED

The Conference decided many of the present administrative practices such as the processing of Death Benefits, Correspondence, Financial Reports and the recording and reporting of monthly unit meeting minutes should be streamlined. Delegates agreed a "buddy-system" would make the Grievance Procedure more effective and acceptable.

(Continued on Page 12)



PICKET LINE PROFESSIONALS

*"The Doctors say we're professionals,
to this we'll all agree,
Until they come up with more money,
professional pickets we'll be!"*

—H.E.U. Pickets at
Westview Medical Clinic, Powell River, B.C.

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*.

PARA-MEDICAL PERSONNEL

The Provincial Department of Labour, the B.C.H.A., and the various para-medical associations to be advised the Union's "easement" on union security clauses has expired. The industrial union structure of the local union to be adjusted to the participatory involvement of para-medical employee groupings.

EQUAL PAY FOR EQUAL WORK

The provincial office to process another "equal pay for equal work" case before the Human Rights Commission. The Union to attempt the establishment of wage parity in the Nursing section.

C.U.P.E. AFFILIATION STATUS

Per Capita payments slightly in excess of \$15,000.00 have been forwarded to the Canadian Union of Public Employees in final payment of all outstanding financial obligations between the local union and the former parent body.

B.C.H.A. - LOCAL 180 RELATIONS

Until the B.C.H.A. can provide assurances satisfactory to the local Union that the Hospitals represented by them are truly committed to implement B.C.H.A. involved programs, the Union's Provincial Office will not commit the organization to any cost involving on-going programmes.

PROSECUTION OF ROYAL JUBILEE HOSPITAL

Legal Counsel has been instructed to execute the claim for wage parity on behalf of a number of ward housekeepers employed at the Royal Jubilee Hospital. This prosecution is a continuation of the court case originally instituted by the former employee association.

STRIKE AT WESTVIEW CLINIC

Pursuant to Constitutional requirements, the Executive authorized Strike Action by members of the Westview Medical Clinic. A strike allowance of \$35.00 per week, plus \$10.00 weekly for each dependent child was established. No general strike assessment has been sanctioned. The costs of the strike and strike allowances to come from general revenues.

PROVINCIAL EXECUTIVE MEETING

The next Provincial Executive Meeting is scheduled for June 25th and 26th in the city of Trail, B.C.

Some of the Women Taking An Active Role In Their Union



Fran Gelowitz (St. Mary's, New Westminster) shows Sylvia Preston (Sunny Hill) Provincial Office Records . . .



Irene Jackson (Richmond) reports to meeting . . .



June Murdoch and Executive (Trail) relax after meeting . . .

Smarten Up . . . or I'll Hit You With My Purse!



Sister Lee Whyte (Job Analyst, Provincial Office) talks to Eric Thomas (V.G.H.) and Desi Gillis (Royal Columbian).

A MATTER OF CONSCIENCE

In every street, in little homes near your place of work, there are old age pensioners.

Often, the very men and women, who kept the Trade Union Movement going during the hard days of unemployment, between the wars and through periods of recession.

Often compelled literally to go short of food when shoes need repairs, or household replacements cannot be put off any longer.

People who all their working lives produced the wealth of this nation.

Do you know in what grinding poverty they are forced to live?

Do you know that the Federal old age pension is only \$80.00 per month, with varying federal and provincial supplements, that only the more fortunate re-

ceive a meagre monthly income from the Canada Pension Plan; that a married couple get only \$160.00 per month (without supplements) to share between them, providing that both of them are of pensionable age.

If one of them is below pensionable age they get only \$80.00 per month or a maximum of \$173.60 per month with a means test (federal and provincial) to support both man and wife. \$173.60 per month!

Here is a grim picture of existence, not living!

By contrast, our elected Members of Parliament, using the machinery of government have been most generous . . . to themselves.

In 1963 our Members of Parliament increased their indemnity and expenses from \$10,000 to \$18,000, and again this

year from \$18,000 to \$26,000. A total increase of over \$16,000 in just under 8 years.

But the picture is not all dark. Many a pensioner, through the various pensioners' organizations are doggedly fighting to end this callous injustice — just as they fought for decent wages and conditions when they were still at work, but they cannot strike for enough to live on. They need your help to end their poverty.

There is a growing awareness and recognition that working people must look after their own.

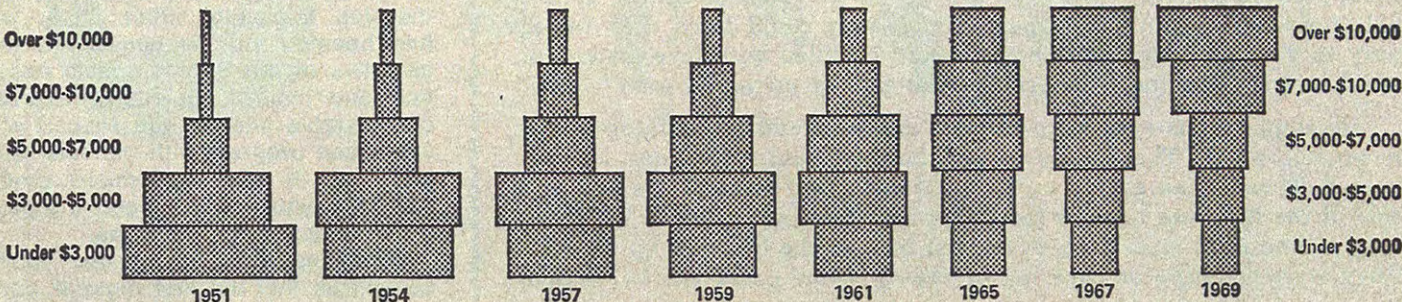
To this end, the Hospital Employees Union has made available the equipment, the clerical assistance and the help of its provincial organization to any organized pensioners' group. It encourages all of its units to do the same at their community level.

Canada's income pyramid has been turned upside down

One Canadian family in every three had an income of \$10,000 or more in 1969, in contrast to one in every 20 only 10 years ago. Through the

1950s, the big shift was to the \$5,000-\$8,000 income bracket. During the 1960s, more Canadians moved into the over-\$10,000 class.

Percentage distribution of Canadian families



Data: DBS; only nonfarm families prior to 1965

LABOUR'S NOTEBOOK

THE MOST BEAUTIFUL THING IN THE WORLD

"... to rise or fall together"

Eugene Victor Debs, trade unionist and leading exponent of Industrial Democracy, was one of the workers' greatest orators, especially when he was denouncing injustice and cruelty, or when he was preaching the brotherhood of man. This excerpt is from an appeal by Debs to the skilled Railroad Brotherhoods to help the unskilled trackwalkers in their fight against the Great Northern Railway. It is from **ADVERSARY IN THE HOUSE** by Irving Stone.

He rose, began speaking slowly.

"... call them hands." He held two hands in front of him, the fingers arched inwardly, his arms flexed. "It is hands that have built this world, toil of millions of pairs of untiring hands.

"They are despised, these trackmen, but they have no strength, no power, just as we were despised a few years ago, because we were only hands. But now we're more than hands; we're brains and souls, we're people — and why? Because we knew that we all had to rise or fall together. We made sacrifices, we risked our jobs, our homes, our future, with every man standing shoulder to shoulder with his neighbor. This is the most beautiful thing in the world, not only because of the material gains we've earned, but because we've won something without which we are animals and our span on earth is meaningless.

"We fought for brotherhood. That is what makes us men. For every fellow creature we abandon, we cut away from our own stature. If you walk out of this hall tonight, leaving those unfortunate men and their families at the mercy of their employers, you will be closing and freezing your hearts against your companions who need you in their bitter hour. If we destroy brotherhood, what have we left? The food we put in our mouth? The clothes on our back?

"I know you men well. I've shared your food and your bunks in the icy caboose hurtling through the night; I've walked with you through sleetfilled yards when there was no work and your children were hungry. Then you were humble, you were at the mercy of powerful forces with which you could not cope. The trackmen of the West are in that same position tonight; their eyes are turned to you men sitting in this hall, for to them you are all-powerful. If they could pray, they would pray to you, pray that your hearts could be filled with love instead of indifference, with the brotherhood that makes us whole man."

He stopped. His eyes were blurred and he could see nothing of the faces before him. There were several long moments of silence. No one moved. Then a man got up in the front row. Two more at the opposite side of the hall rose to their feet. Men rose from all over the hall now, singly, then in groups. Soon every last man in the hall was on his feet. They were shouting or cheering or crying. Gene could not tell which.

All men are brothers. If only they knew it.

So long, Pat!

After eleven years as the Assistant Administrator at St. Joseph's Hospital, Victoria, B.C., Mr. P. Blewett is leaving to take up the post of Director of Administration and Finance at the University Hospital, London, Ontario.

Sometimes a difficult adversary at the Bargaining Table, Pat Blewett was nonetheless in the vanguard of those administrators that introduced many enlightened labour relations practices into the B.C. Hospital system.

A proponent of provincial bargaining, he felt both parties had a subsequent responsibility to convey the terms and intent of the agreement back to the working level of supervisors and employees through educational programmes. Mr. Blewett was one of the first hospital administrators to support the idea of joint management - supervisor - employee - union representative educational seminars, and the first of two such seminars was held on a regional basis two years ago.

Members of the Hospital Employees Union wish Pat Blewett every success in his new position, and are confident that he will take all that which is best in B.C. Hospital labour relations back to Ontario with him.

Inter-Unit

COLOMBO HALL

Rossland Ave., Trail

JUNE 25, 1971

Dinner at 6:30

Dancing 9 - ?

Take this opportunity to meet members of your Provincial Executive Committee and members from other Kootenay Hospitals.

Tickets \$3.50 per Couple

Bar Service

**ALL MEMBERS OF LOCAL 180
WELCOME**

VANCOUVER ISLAND CONFERENCE

(Continued from Page 9)

Conference Delegates agreed they should undertake and assist the Regional Office in finishing the Organizing job needed to bring about a 100% Union organized region.

PILOT STUDY COMPLETED

Director of Technical Services, Wm. Rolfe, gave a comprehensive report on the Job Evaluation Pilot Study which had been conducted between a representative of the B.C. Hospitals Association and himself. Delegates expressed considerable interest and support of the evaluation program with the sole reservation that it was a provincial program and they would only support the provincial implementation of same.

Delegates were unanimous in their consensus that the first regional conference was a success and that it should be followed up with further conferences on a routine basis.