

THE HOSPITAL GUARDIAN

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

Vol. VII

VANCOUVER, B.C., MARCH, 1970

No. 2

Contract Negotiations

\$100 Settlement

On March 3, 1970, both the Union and the B.C. Hospitals' Association advised the Mediation Officer that Management and Union Members had accepted the Terms of Settlement negotiated by their respective Bargaining Committees. The Terms of Settlement, which included a general wage increase of \$100.00 monthly over two years to all full-time employees, is discussed in a "Bargaining Supplement" inside this Regular Edition of The Hospital Guardian.

For a breakdown of how the the individual Units voted, on acceptance or rejection, see page 5 of this Regular Edition.

It was the opinion of the Union's Bargaining Committee that the Negotiated Settlement was a fair and just Settlement. The Membership, by endorsing and ratifying the Agreement, indicated their acceptance of the General Wage Increase and other improvements in fringe benefits and contract language. The

Settlement included improvement in holidays and hours of work, which shows promise for further gains in years to come.

In order to achieve a settlement, some legitimate demands had to be abandoned, such as Severance Allowance, Unemployment Insurance Coverage, and a reduced number of work days per week. Union members should recognize that these demands are not lost but must be reviewed, reaffirmed, and processed

through the democratic processes and Wage Policy Conferences of the Union in future negotiations.

Experiences during the next two years will undoubtedly demonstrate that the Union's contention, covering its proposals to reduce the work week and establish Severance Allowances to promote stability, will be firmly established.

Because of the anticipated delay in the printing and distributing of the new 1970-1971 Provincial Agreement, Union members are advised to keep this edition of THE GUARDIAN and the Bargaining Supplement as an interim guide of contract provisions.

Highlights of Settlement

- \$100.00 Per Month Over 2 Years
- Reduced Work Week
- Additional Vacations
- Short Shifting Eliminated
- ½ Hour Lunch Periods
- Statutory Holidays Posted
- On-Call Differential Increased

Priory Joins 180

The workers at St. Mary's Priory, Victoria, B.C., have joined with their counterparts in Local 180. Approximately 70 employees of the Priory Hospital were Certified as Members of Local 180 on February 10, 1970.

The Priory Certification brings to 4 the number of Local 180 Units in the Greater Victoria area. The Priory Unit has elected their Officers, as follows: Gilbert Milnes, Chairman; Phyllis Carswell, Vice-Chairman; Amy Olivier, Secretary; Mildred Childers, Harry Babecy, Evelyn Petersen, Trustees.

SMITHERS ORGANIZED

Also wishing to become Members of Local 180 are the employees of the Bulkley Valley District Hospital, Smithers, B.C. At a meeting in mid-January, the employees of this Northern 75-bed acute general hospital chose to become the newest Unit of Local 180. Certification for this Unit was still pending at the time this Guardian was printed.

THE HOSPITAL GUARDIAN

Published by

Provincial Executive, Local 180, Hospital Employees' Union, C.U.P.E., C.L.C.

All submissions and correspondence to be sent to:

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

BROADWAY PRINTERS LTD.

Hospital Workers Victimized

By JOHN DARBY, Editor

The disastrous conclusion to collective bargaining in Saskatchewan's hospital community this year culminated in two strikes; one at Estevan and the other at Prince Albert.

Subsequent action by government dominated and directed agencies and the findings of a binding tribunal appointed under that province's "Essential Services Act" illustrates the bitter contention that "hospital workers are too important to be allowed to strike, but not so important that they should be kept from starving."

What has happened in Saskatchewan could happen in B.C.!

In Saskatchewan the binding legislation is known as the Essential Services Act . . . in B.C. it is contained within the framework of the Mediation Commission.

The only difference between the hospital worker in the two Provinces is that in B.C., this year, a Collective Agreement was negotiated, and in Saskatchewan, it was imposed.

The results of the arbitration board which was used against the employees of the Prince Albert Union Hospital reveals the inequity of compulsory arbitration legislation.

The following is a history of the events leading up to the award:

The previous agreement terminated December 31st, 1968 and provided for a base starting rate of \$239.00 per month or \$1.38 per hour. The Union requested an increase that would bring the starting rate to \$1.75 per hour.

In the course of negotiations the Hospital offered the Union a two year agreement with a 7½% increase for 1969 and a further 7% for 1970. This was rejected by the Union.

On October 22nd, 1969 the Union voted 94% in favour of strike action.

On October 24th, 1969 the Hospital withdrew its offer, stating that the Department of Health would only allow an increase of 6% in 1969 and 7% in 1970.

The Local went on strike from the period between November 16th and December 11th, when the Government proclaimed the Essential Services Act and forced the employees back to work.

A government appointed arbitration board heard the issues in dispute. The award provided increases of varying amounts, according to the classification, instead of a general across the board increase.

A number of employees received *no increase in 1969*. The highest increase received in 1969 was 8.6% (the figure which was widely proclaimed in the press).

For the overall bargaining unit, the average wage award is as follows:

1969 — 4.8%

1970 — 4.8%

In other words, the arbitration board awarded *less* than the Hospital originally offered and even less than the Government stated it would allow for an increase.

Need anything more be said about compulsory arbitration in the hands of a Government?

Educational Seminars

A NEW APPROACH

In the past delegates to Local 180 Educational Seminars have been elected at regular Unit Meetings. As a result, the decision whether or not to send a particular member often became a "popularity" contest.

Such a method of selecting delegates to attend the Union's Education Seminars was not consistent with the theme of the Shop Steward Educational Seminars which is to introduce new Unit Officers, new Shop Stewards, and new Unit Members, to the functioning of our Union. As a result, it was decided that "applications" for Shop Steward Seminars would be invited from all Union Members. Further, in conjunction with the Unit Officers, the Provincial Office would participate in the selection of applicants to attend future Seminars.

Throughout the course of the 1969-1970 season, it is the intent of the Provincial Office to conduct Seminars in each Region of the Province. To date, they have been held at the Provincial Office for the Lower Mainland Region, and in Nelson for the West Kootenay Region.

As the design of this Shop Steward Educational Programme is to familiarize new Officers and Representatives with the functioning of our Union, the programme has been concerned with Trade Union History, the Constitution and By-Laws of the Union, Labour Legislation, Contract Analysis, and the identification and processing of grievances.

In order to prepare our Unit Officers and Shop Stewards for their critically important administrative function, it is essential that the Union's continuing Educational Programme receives positive support and participation from the aggregate Membership of the Union.

We are confident that such support and participation will not only continue, but also expand.

Today, more than ever before, employees are finding that competition between themselves and their employer is at an extremely high level. The employer is working hard as he can in order to extract the maximum amount of productivity out of each and every employee.

In order to ensure that the employees' rights, contractual and otherwise, are not overwhelmed by the employer's aggressive efficiency, a well-informed Union Membership must be maintained so that the negotiated terms of employment are not manipulated.

During the first week in March, a Shop Steward Educational Seminar will be conducted in Kamloops.

In the forthcoming weeks, such Seminars will be conducted elsewhere in the province. Successful applicants will be notified by the Provincial Office regarding dates, time, and place of the Seminar for their region.

EXECUTIVE MEMBERS INTRODUCED

In previous editions some of the outstanding personalities of the Local Union have been introduced to readers of The Guardian.

In this edition, we are pleased to introduce two members of our Provincial Executive who share a number of things in common.

They are both Trustees on the Provincial Executive, and at the Unit level, are both Chairmen of their respective Units. June Murdoch and Wally Fedak are both members of the 1970-71 Provincial Bargaining Committee.

JUNE MURDOCH

Sister June Murdoch typifies the "Union Maid" of Trade Union tradition. Hard-working, unafraid and dedicated to the philosophy that no worker should ever be "alone" on the job, or be willing to accept less than his or her fair share,



JUNE MURDOCH

Sister Murdoch's reputation for aggressive leadership is fast becoming known both in and out of Local 180 circles.

Chairman of the Trail Unit, June is also a delegate to the Nelson-Trail and District Labour Council. She is chairman of the Labour Council's Education Committee.

As a delegate to the last two B.C. Federation of Labour Conventions and also to the last Canadian Union of Public Employees' Convention, Sister Murdoch has had the opportunity to advance the welfare and speak on behalf of B.C.'s hospital workers.

When June is not actively advancing the Union's cause, or representing a worker in trouble, she applies herself as the Pastry Cook in the Trail Regional Hospital. Her colleagues claim "she's tops at that too."

WALLY FEDAK

Employed as a Carpenter at the Vancouver General Hospital, Brother Fedak gained much of his early trade union experience in the Carpenters' Union.

In 1954 he joined the V.G.H. Unit's

Sports Committee. The following year he was elected chairman of the committee and of the Safety Committee also.

When the Shop Steward System was implemented in the unit, he was elected Chief Shop Steward and served as such until he was elected Unit Vice-Chairman in 1959. Five years later he became Unit Chairman and has done an outstanding job in this capacity ever since.

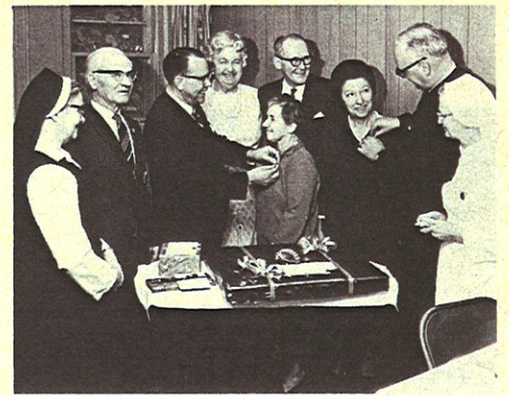
The union membership recognized his ability and at the convention in 1964, elected him First Vice-President of our Provincial Executive. He retained this position for the following four years. It was during this time that he was appointed chairman of the Executive Building Committee and was one of the prime persons responsible for our present union office building. He is still a member of our present Provincial Executive.

In more than one way, 1970 promises to be a very special year for Wally. On June 2nd of this year, he and his charming wife, Eugenia, are to celebrate their Twenty-Fifth Wedding Anniversary. They are the proud parents of two boys, Peter and Michael.

Despite the many hours required to perform his union functions, Wally manages to find some time for recreation. It is said that he is a better than average opponent on the Shooting Range and he can produce some fine photographs of "THE BIG ONES" who didn't get away.



WALLY FEDAK



A Very Special Occasion

Recently, the Board of Management and the Sisters of Mount St. Mary Hospital gave a tea to honour retiring and long-service employees.

Mr. Thomas Shorthouse, Chairman of the Board of Management, and Mr. Kenneth D. McRae, Vice-Chairman, presented Long-Service Pins in appreciation of many years of faithful service. Appropriate gifts were presented by the administrator to the retiring employees.

Over two million meals had been planned and prepared by Mrs. Brockman and Mr. Wagstaff, who had both been on staff since 1949.

Tender loving care and great efficiency had been the main ingredients of the successful and rewarding career of Miss Justine Meissner, a Practical Nurse for 24 years. Miss Meissner was honoured on her retirement and also for her long-term service. Hospital records show that Miss Meissner has only missed three days in her 24 years due to illness.

Mrs. Susan Mullard has served faithfully in the Housekeeping Department for 10 years and is retiring.

Mr. Janos Hangodi is retiring after approximately 10 years at Mount St. Mary. The therapeutic effect on patients of a well-kept, colourful garden has been one of the many benefits of his work.

Court Award Favours Employee

A Provincial Court of British Columbia has directed the St. Mary's Hospital at Sechelt, B.C. to pay an amount of \$120.21, plus costs, into the Small Claims Court, Sechelt, B.C.

The action against the hospital was undertaken on behalf of Mrs. Louise Christensen to recover retro-active wages for the period January to March, 1968, which the Union claimed were outstanding.

Judge G. C. Mittelsteadt published his award on February 5, 1970, directing that the plaintiff, Mrs. L. Christensen, was to be awarded the amount claimed.

PICTORIAL GLANCE AT BARGAINING UNDER A MEDIATION OFFICER



THE BAD GUYS!

Members of the Hospitals' Bargaining Committee: from left to right, Pat Blewett; J. Linklater, Spokesman; D. Beaton, B.C.H.A. Committee Chairman; I. Clements; (not shown, J. Roberts).



THE GOOD GUYS!

Members of the Union Committee included, left to right, W. D. Black, Provincial President; P. Battiste; P. Endres; W. Fedak; J. Murdoch; O. Adams; J. Gerow (Staff); (not shown, R. S. McCready).



Mediator Ed Sims, who seems to be sticking out his tongue at the Union spokesman.



Union President W. D. Black, flanked by Phyllis Battiste, left, and June Murdoch, right.

Mediator Ed Sims, centre, reviewing Terms of Settlement with J. Linklater, Hospital Spokesman (left); and R. McCready, Union Spokesman (right); Union President W. D. Black, standing, watches proceedings.



Vernon Members reflect mixed reaction to new wages.



Victoria Members give settlement proposals serious thought.

OTHER LANGUAGE REPORTED IN SUPPLEMENT, BUT 1970-71 PROVINCIAL

ARTICLE IV, SECTION 5 — Shop

Amend to provide — When the absence of more than one employee in the operation of a Department, then the Department shall be given leave of absence.

ARTICLE VI, SECTION 12 —

Add a new additional paragraph to Article VI, Section 12. Wherever practicable, qualified employees in short-term, unposted promotion shall be given preference in accordance with the provision of Article VI, Section 12. Any promotion in this paragraph contained requires that the proposed move will be considered.

ARTICLE X, SECTIONS 3 AND 4

Amend to read:

Section 3

"The Hospital will give employees (20) work days in lieu of notice, when temporary employees defined in Article X, Section 3 are dismissed for cause. The period of notice shall include vacation time."

Section 4

"Employees, except those temporary employees defined in paragraph 3 (b), will make every possible effort to resign from the Hospital. Any employee who resigns will receive only the annual salary for the time to be worked and must be given notice of resignation."

ARTICLE XI, SECTION 6 — Jury Duty

"An employee who is subpoenaed for jury duty shall continue to receive his full salary for any monies he receives from the jury, providing this does not exceed his regular salary."

ARTICLE IV, SECTION 6

Amend paragraph (b) to read: The grievance shall be reduced to writing and presented to the immediate Supervisor, or Union Committee Member, within ten calendar days of receipt of the grievance. The employee shall give his written reply on the prescribed form at this stage, then:

ARTICLE VI, SECTION 13

Amend to provide: "In cases where an employee is reclassified, such employee shall be given preference for transfer."

Amend the present Addendum to the Collective Agreement

... adjustments as outlined above that are not requested by the Union and the Hospital may, upon the request of the Union representative and, if possible, resolution to the Labour Relations Council of the Province. Such discussions shall take place during the month of October in each year.

Requested adjustments that are not requested by the Union representative from the British Columbia Labour Relations Council in the event that he is unavailable, any adjustments shall be referred to the Permanent Chairman during the term of his office during the month of October in each year.

Special pay rate adjustments dealing with those classifications in respect of which decisions handed down covering the year ending 1970-71 are proposed that provincial government employees shall take place on the basis of the results of the negotiations only during formal re-negotiation of this agreement upon adjustments shall take place on the basis of the results of the negotiations.

Upon implementation of a mutually developed program, such program shall become a part of the collective agreement. Rate adjustment requests shall be evaluated on the basis of the results of the negotiations.

AMENDMENTS NOT INCLUDED IN THE STANDARD AGREEMENT

Shop Steward will interfere with the proper function of one (1) Shop Steward from any one other Shop Steward to transact Union business at any one time.

★

Section 12 to read: Employees who have indicated their desire to relieve their duties shall be given the opportunity in accordance with Section 2. If the application of this provision requires the employer to pay overtime to any employee, the employer shall be liable therefor.

★

Twenty (20) work days' notice in writing or twenty (20) work days' notice are no longer required, except for those employees defined in Section 2, paragraph 3 (b), or employees who must be for time to be worked and must not be paid for time not worked.

Employees defined in Article 1, Section 2, paragraph 3 (b) to give twenty (20) work days' notice when leaving with less than ten (10) work days' notice shall be entitled to a vacation allowance (4%). The period of notice must include vacation time."

★

Employees called upon for Jury Duty or as a witness for the court shall be paid their regular pay rate. The employee shall turn over to the court the amount of the fine or penalty imposed on the days he is normally scheduled to work at his regular pay rate."

★

The prescribed grievance form and shall be submitted to the Head of the Department by the Shop Steward. The grievance will be discussed by the Supervisor or Department Head. Within seven (7) days of the date of the grievance form, a satisfactory settlement shall be reached or the grievance shall be referred to the Standing Committee for resolution.

★

Employees transferred temporarily to a lower position shall not be subject to a reduction in wages because of such transfer.

★

Disputes not resolved between representatives of the Union and the Employer, or either party, shall be referred for further resolution to the Business Manager or his representative(s) or the Columbia Hospitals' Association or its representative(s) during the month of September in each year.

Although the above mentioned processes shall be used, if one representative from the Union, one representative from the Employer's Association and Professor R. Herbert, or any acceptable alternate, who shall act as mediator, shall be agreed upon by the Standing Committee, the Standing Committee shall meet to resolve the dispute.

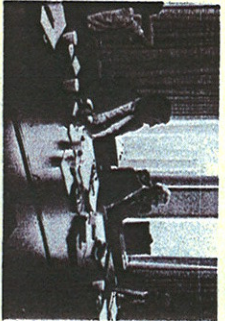
Financially standardized classifications, and/or any other classification system to the Standing Committee was made and approved in 1969 and 1970, and/or any other classification system shall be extended, shall be dealt with in accordance with the terms of the Agreement on its expiry: implementation of agreed upon classification system shall be the date of the Agreement under negotiation.

Any and/or agreed upon Job Evaluation procedure shall be implemented through which special pay shall be determined and resolved.

HOW YOU VOTED

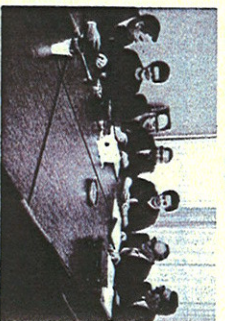
	YES	NO
Matsqui, Sumas, Abbotsford Hosp.	✓	
Menno Hospital	✓	
Armstrong-Spallumcheen Hosp.	✓	
Ashcroft & Dist. Gen. Hosp.	✓	
Burnaby General Hospital	✓	
Campbell River & Dist. Gen. Hosp.	✓	
Castlegar & District Hosp.	✓	
Chemainus General Hospital	✓	
Chilliwack General Hospital	✓	
Cranbrook & District Hosp.	✓	
Creston Valley Hospital	✓	
Cumberland General Hospital	✓	
Saint Joseph General Hosp.	✓	
The Cowichan District Hosp.	✓	
Enderby & Dist. Memorial Hosp.	✓	
Fernie Memorial Hospital	✓	
Providence Hospital	✓	
Golden & District General Hosp.	✓	
Boundary Hospital	✓	
Maple Ridge Hospital	✓	
Fraser Canyon Hospital	✓	
Windermere District Hospital	✓	
Royal Inland Hospital	✓	
Kelowna General Hospital	✓	
Kimberley & Dist. General Hosp.	✓	
Kitimat General Hospital	✓	
Ladysmith General Hospital	✓	
Langley Memorial Hospital	✓	
Lillooet District Hospital	✓	
St. Bartholomew's Hospital	✓	
Nicola Valley General Hosp.		NOT APPLICABLE
Mission Memorial Hospital	✓	
Arrow Lakes Hospital	✓	
Nanaimo Regional General Hosp.	✓	
Kootenay Lake General Hosp.	✓	
Mount St. Francis Hospital	✓	
Royal Columbian Hospital	✓	
St. Mary's Hospital	✓	
Lions Gate Hospital	✓	
Ocean Falls General Hospital	✓	
St. Martin's Hospital	✓	
Penticton Hospital	✓	
West Coast General Hospital	✓	
Powell River General Hospital	✓	
Prince George Regional Hosp.	✓	
G. R. Baker Memorial Hospital	✓	
Queen Victoria Hospital	✓	
Richmond General Hospital	✓	
Mater Misericordiae Hospital	✓	
Shuswap Lake General Hosp.	✓	
St. Mary's Hospital	✓	
Bulkley Valley District Hosp.		NOT APPLICABLE
Squamish General Hospital	✓	
Summerland General Hospital	✓	
Surrey Memorial Hospital	✓	
Mills Memorial Hospital	✓	
Trail-Tadanac Hospital	✓	
Grace Hospital	✓	
Mount St. Joseph's Hospital	✓	
St. Paul's Hospital	✓	
Sunny Hill Hospital	✓	
Vancouver General Hospital	✓	
Vernon Jubilee Hospital	✓	
Mount St. Mary Hospital	✓	
Priory Hospital	✓	
Queen Alexandra Solarium	✓	
St. Joseph's Hospital	✓	
Peace Arch District Hospital	✓	
Cariboo Memorial Hospital	✓	
Abbotsford, B.C.	✓	
Abbotsford, B.C.	✓	
Armstrong, B.C.	✓	
Ashcroft, B.C.	✓	
Burnaby, B.C.	✓	
Campbell River, B.C.	✓	
Castlegar, B.C.	✓	
Chemainus, B.C.	✓	
Chilliwack, B.C.	✓	
Cranbrook, B.C.	✓	
Creston, B.C.	✓	
Cumberland, B.C.	✓	
Dawson Creek, B.C.	✓	
Duncan, B.C.	✓	
Enderby, B.C.	✓	
Fernie, B.C.	✓	
Fort St. John, B.C.	✓	
Golden, B.C.	✓	
Grand Forks, B.C.	✓	
Haney, B.C.	✓	
Hope, B.C.	✓	
Invermere, B.C.	✓	
Kamloops, B.C.	✓	
Kelowna, B.C.	✓	
Kimberley, B.C.	✓	
Kitimat, B.C.	✓	
Ladysmith, B.C.	✓	
Murrayville, B.C.	✓	
Lillooet, B.C.	✓	
Lytton, B.C.	✓	
Merritt, B.C.		NOT APPLICABLE
Mission, B.C.	✓	
Nakusp, B.C.	✓	
Nanaimo, B.C.	✓	
Nelson, B.C.	✓	
Nelson, B.C.	✓	
New West., B.C.	✓	
New West., B.C.	✓	
North Vancouver, B.C.	✓	
Ocean Falls, B.C.	✓	
Oliver, B.C.	✓	
Penticton, B.C.	✓	
Port Alberni, B.C.	✓	
Powell River, B.C.	✓	
Prince George, B.C.	✓	
Quesnel, B.C.	✓	
Revelstoke, B.C.	✓	
Richmond, B.C.	✓	
Rossland, B.C.	✓	
Salmon Arm, B.C.	✓	
Sechelt, B.C.	✓	
Smithers, B.C.		NOT APPLICABLE
Squamish, B.C.	✓	
Summerland, B.C.	✓	
North Surrey, B.C.	✓	
Terrace, B.C.	✓	
Trail, B.C.	✓	
Vancouver, B.C.	✓	
Vancouver, B.C.	✓	
Vancouver, B.C.	✓	
Vancouver, B.C.	✓	
Vancouver, B.C.	✓	
Vernon, B.C.	✓	
Victoria, B.C.	✓	
Victoria, B.C.	✓	
Victoria, B.C.	✓	
Victoria, B.C.	✓	
Victoria, B.C.	✓	
White Rock, B.C.	✓	
Williams Lake, B.C.	✓	

PICTORIAL GLANCE AT BARGAINING UNDER A MEDIATION OFFICER



THE BAD GUYS!

Members of the Hospital's Bargaining Committee: from left to right, Pat Blewett, J. Linklater, Spokesman, D. Beaton, B.C.H.A. Committee Chairman, I. Clements; (not shown, J. Roberts).



THE GOOD GUYS!

Members of the Union Committee included, left to right, W. D. Black, Spokesman, P. Battistero, P. Fendley, W. Fedak, J. Muroch, O. Adams, J. Gevor (Staff); (not shown, R. S. McCready).



Mediator Ed Sims, who seems to be sticking out his tongue at the Union Spokesman.



Union President W. D. Black, flanked by Phyllis Battistero, left, and June Muroch, right.

Mediator Ed Sims, centre, reviewing Terms of Settlement with J. Linklater, Hospital Spokesman (left); and R. McCready, Union Spokesman (right); Union President W. D. Black, standing, watches proceedings.



Vernon Members reflect mixed reaction to new wages.



Vernon Members give settlement proposals serious thought.

OTHER LANGUAGE AMENDMENTS NOT REPORTED IN THE BARGAINING SUPPLEMENT, BUT TO BE INCLUDED IN THE 1970-71 PROVINCIAL STANDARD AGREEMENT

ARTICLE IV, SECTION 5 — Shop Stewards

Amend to provide —
When the absence of more than one (1) Shop Steward will interfere with the proper operation of a Department, then no more than one (1) Shop Steward from any one Department shall be given leave of absence to transact Union business at any one time.

ARTICLE VI, SECTION 12 —

Add a new additional paragraph to the present Section 12 to read:
When a grievance is filed, a grievant, a qualified employee who has indicated their desire to relieve in short order, with the provision of Article IV, Section 12, if the application of this provision in this paragraph contained requires the hospital to pay overtime to any employee, the proposed move will be considered impracticable.

ARTICLE X, SECTIONS 3 AND 4

Amend to read:

Section 3
"The Hospital will give employees twenty (20) work days' notice in writing or twenty (20) work days in lieu of notice, where services are no longer required, except for those temporary employees defined in Article 1, Section 2, paragraph 3 (b), or employees dismissed for cause. The period of notice must be for time to be worked and must not include vacation time."

Section 4

"Employees, except those temporary employees defined in Article 1, Section 2, paragraph 3 (b), will make every possible effort to give twenty (20) work days' notice when resigning from the Hospital. Any employee leaving with less than ten (10) work days' notice will receive only the annual vacation allowance (4%). The period of notice must be for time to be worked and must not include vacation time."

ARTICLE XI, SECTION 6 — Jury Duty

"An employee who is subpoenaed by the Crown for Jury Duty or as a witness for the Crown shall continue to receive his regular pay. The employee shall turn over to the Hospital any monies he receives from the Crown on the days he is normally scheduled to work, providing this does not exceed his regular pay rate."

ARTICLE IV, SECTION 6

Amend paragraph (b) to read:
The grievance shall be reduced to writing on the prescribed grievance form and shall be presented to the Immediate Supervisor or Head of the Department by the Shop Steward, or Union Committee Member, who will discuss the grievance. Within seven calendar days of receipt of the grievance, the Supervisor or Department Head shall give his written reply on the prescribed grievance form. Failing a satisfactory settlement at this stage, then:

ARTICLE VI, SECTION 13

Amend to provide:
"In cases where an employee is required to transfer temporarily to a lower position classification, such employee shall incur no reduction in wages because of such transfer."

Amend the present Addendum to also provide:

... adjustments as outlined above that are not resolved between representatives of the Union and the Hospital may, on the initiative of either party, be referred for further discussion and, if possible, resolution to the Union Business Manager or his representative(s) and the Labour Relations Council of the British Columbia Hospital's Association or its representative(s). Such discussions shall take place during the month of September in each year. Requested adjustments that are not resolved through the above mentioned processes shall be referred to a Standing Committee composed of one representative from the Union, one representative from the British Columbia Hospital's Association and Professor R. Harber, or Permanent Chairman during the term of this Agreement. The Standing Committee shall meet during the month of October in each year. Special pay rate adjustments dealing with provincially standardized classifications, and/or those classifications in respect of which referred to the Standing Committee was made and decisions handed down covering the years 1968, 1969 and 1970, and/or any other classifications to which it is proposed that provincial standardization be extended, shall be dealt with only during formal re-negotiation of this Agreement on its expiry. Implementation of agreed upon adjustments shall take place on the effective date of the Agreement under negotiation. Upon implementation of a mutually developed and/or agreed upon Job Evaluation programme, such programme shall become the only mechanism through which special pay rate adjustment requests shall be evaluated and resolved.

HOW YOU VOTED

	YES	NO
Matsqui, Sims, Abbotsford Hosp.	✓	
Memo Hospital	✓	
Astron-Spallumcheen Hosp.	✓	
Ashcroft & Dist. Gen. Hosp.	✓	
Burnaby General Hospital	✓	
Campbell River & Dist. Gen. Hosp.	✓	
Castlegar & District Hosp.	✓	
Chemahus General Hospital	✓	
Chilliwack General Hospital	✓	
Cariboo & District Hosp.	✓	
Creston Valley Hospital	✓	
Cumberland General Hospital	✓	
Saint Joseph General Hosp.	✓	
The Cowichan District Hosp.	✓	
Endury & Dist. Memorial Hosp.	✓	
Fernie Memorial Hospital	✓	
Providence Hospital	✓	
Golden & District General Hosp.	✓	
Boundary Hospital	✓	
Maple Ridge Hospital	✓	
Faser Canyon Hospital	✓	
Windermerne District Hospital	✓	
Royal Inland Hospital	✓	
Kelowna General Hospital	✓	
Kimberley & Dist. General Hosp.	✓	
Kimberley General Hospital	✓	
Ladysmith General Hospital	✓	
Langley Memorial Hospital	✓	
Lillooet District Hospital	✓	
St. Bartholomew's Hospital	✓	
Nicola Valley General Hosp.	✓	
Mission Memorial Hospital	✓	
Arrow Lakes Hospital	✓	
Nanaimo Regional General Hosp.	✓	
Kootenay Lake General Hosp.	✓	
Mount St. Francis Hospital	✓	
Foyal Columbian Hospital	✓	
St. Mary's Hospital	✓	
Lions Gate Hospital	✓	
Ocean Falls General Hospital	✓	
St. Martin's Hospital	✓	
Perrinton Hospital	✓	
West Coast General Hospital	✓	
Powell River General Hospital	✓	
Prince George Regional Hosp.	✓	
G. R. Baker Memorial Hospital	✓	
Queen Victoria Hospital	✓	
Richmond General Hospital	✓	
Mater Misericordiae Hospital	✓	
Shuswap Lake General Hosp.	✓	
St. Mary's Hospital	✓	
Bulkley Valley District Hosp.	✓	
Squamish General Hospital	✓	
Sumnerland General Hospital	✓	
Surrey Memorial Hospital	✓	
Mills Memorial Hospital	✓	
Trailheadac Hospital	✓	
Graze Hospital	✓	
Mount St. Joseph's Hospital	✓	
St. Paul's Hospital	✓	
Sunny Hill Hospital	✓	
Vancouver General Hospital	✓	
Vernon Jubilee Hospital	✓	
Mount St. Mary Hospital	✓	
Priority Hospital	✓	
Queen Alexandra Solihum	✓	
St. Joseph's Hospital	✓	
Peach Arch District Hospital	✓	
Cariboo Memorial Hospital	✓	
Abbotsford, B.C.	✓	
Abbotsford, B.C.	✓	
American, B.C.	✓	
Ashton, B.C.	✓	
Burnaby, B.C.	✓	
Campbell River, B.C.	✓	
Castlegar, B.C.	✓	
Chemahus, B.C.	✓	
Chilliwack, B.C.	✓	
Cariboo, B.C.	✓	
Creston, B.C.	✓	
Cumberland, B.C.	✓	
Dawson Creek, B.C.	✓	
Duncan, B.C.	✓	
Endury, B.C.	✓	
Fernie, B.C.	✓	
Fort St. John, B.C.	✓	
Golden, B.C.	✓	
Grand Forks, B.C.	✓	
Haney, B.C.	✓	
Hope, B.C.	✓	
Invermere, B.C.	✓	
Kamloops, B.C.	✓	
Kelowna, B.C.	✓	
Kimberley, B.C.	✓	
Kitimat, B.C.	✓	
Ladysmith, B.C.	✓	
Murrayville, B.C.	✓	
Lillooet, B.C.	✓	
Lytton, B.C.	✓	
Merrill, B.C.	✓	
Mission, B.C.	✓	
Nakusp, B.C.	✓	
Nanaimo, B.C.	✓	
Nelson, B.C.	✓	
Nelson, B.C.	✓	
New West, B.C.	✓	
New West, B.C.	✓	
North Vancouver, B.C.	✓	
Ocean Falls, B.C.	✓	
Olive, B.C.	✓	
Perrinton, B.C.	✓	
Port Alberni, B.C.	✓	
Powell River, B.C.	✓	
Prince George, B.C.	✓	
Quesnel, B.C.	✓	
Ranastoke, B.C.	✓	
Richmond, B.C.	✓	
Rossburn, B.C.	✓	
Salmon Arm, B.C.	✓	
Sechelt, B.C.	✓	
Smithers, B.C.	✓	
Squamish, B.C.	✓	
Sumnerland, B.C.	✓	
North Surrey, B.C.	✓	
Terrace, B.C.	✓	
Trail, B.C.	✓	
Vancouver, B.C.	✓	
Vancouver, B.C.	✓	
Vancouver, B.C.	✓	
Vancouver, B.C.	✓	
Vernon, B.C.	✓	
Victoria, B.C.	✓	
Victoria, B.C.	✓	
Victoria, B.C.	✓	
White Rock, B.C.	✓	
Williams Lake, B.C.	✓	

NOT APPLICABLE

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.

GRAPE WORKERS' STRIKE

A request was made at the recent B.C. Federation of Labour Convention, by the Co-ordinating Officer of the Canadian Labour Congress, for local unions to lend whatever support they could to the striking Grape Workers in California and Arizona.

Local 180 is assisting by making available presently unassigned office space and equipment to Miss Pamela Smith, the B.C. Representative of the Grape Workers.

JOINT STUDY UNDERTAKEN

A study of the "Journey-home" travel problems of hospital employees working night shifts in the Lower Mainland Area is being undertaken by Dr. Nermila Cherukupalle, Assistant Professor, School of Community and Regional Planning, U.B.C.

The R.N.A.B.C. authorized this survey following the senseless murder of one of their members, recently, who was going home from work at St. Paul's Hospital.

Because of the large numbers of women workers who make up Local 180, the Provincial Executive has offered to share some of the costs of such a study.

STAFF BARGAINING

The Labour Relations Committee of the Provincial Executive has been meeting with representatives of the Provincial Office's Staff Union for the purpose of negotiating a Collective Agreement to cover Janitorial, Clerical, and Staff Representative Personnel.

A settlement to these negotiations has not yet been achieved.

PROVINCIAL TRUSTEE RESIGNS

Brother D. B. McKay, recently appointed as a Trustee, has left the employ of the Lions Gate Hospital, thereby terminating his Office of Trustee.

CANADIAN LABOUR CONGRESS CONVENTION

The Provincial Executive has tentatively decided not to send delegates to the forthcoming C.L.C. Convention being held in Edmonton, Alberta, commencing May 18, 1970. The reasons for this decision are based on the volume of preparation needed to set up our own convention which takes place at the end of May, and as a means to effect some economies.

PROVINCIAL EXECUTIVE MEETING

The next Provincial Executive Meeting is tentatively scheduled for April 24th and 25th, 1970.

Wage Anomalies

STANDING COMMITTEE SITS

The Standing Committee established to resolve "standardizing" and "anomalies" wage disputes between the Hospitals and the Union has started another sequence of meetings.

The past practice of this Committee has been to permit a large number of extensive submissions to accumulate, then adjourn open hearings until they had an opportunity to publish Interim Decisions.

The conduct of the open hearings has permitted the Union and the Hospitals to document both written and oral argument on behalf of their principals, including the calling of "expert witnesses."

During periods of closed sessions, the committee would then call upon either the Union or the Hospitals, sometimes both, for clarification or additional argument to be advanced in support of the advocate's position.

However, a backlog of standardizing items not yet adjudicated, and proposed anomalous adjustments still outstanding, is prompting the committee to schedule further hearings before they publish their Binding Award on the major standardizing proposals embracing the Utility-Maintenance-Craft classifications.

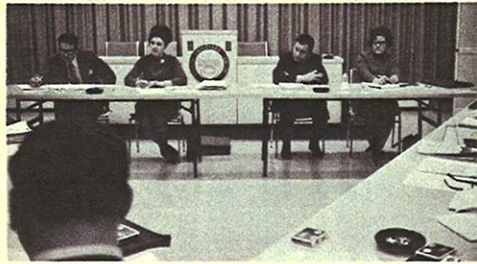
The Committee has indicated they intend to proceed with their own closed sessions covering the Maintenance categories; however, the open hearings which started on February 19th and 20th and re-convene again on March 10th and 13th will cover unresolved individual anomalies.

The Provincial Office is scheduling V.G.H. Individual anomalies, Kootenay and Island group Clerical anomalies for first submissions at these meetings.

Staff Representatives will provide interim reports to Unit Meetings to keep Units advised of the progress being made on individual anomalies.

A "Special Edition" of The Guardian will be published when the results of the Craft - Maintenance - Utility categories' Standardization is known.

TWO PROVINCIAL UNIONS AND CUPE SIT DOWN TO DISCUSS FINANCING AND SERVICING



C.U.P.E. PER CAPITA COMMITTEE

From left to right: Harry Greene, Vice-President; Shirley Carr, Vice-President; Stan Little, National President; Grace Hartman, National Secretary-Treasurer.



LOCAL 1000, ONTARIO HYDRO UNION

From left to right: Bert Murray, Vice-President; Keeley Cummings, Vice-President; Bill Vincer, President; Teresa McDonald, D. Kennedy, L. Urban, Executive Board Members.



LOCAL 180, HOSPITAL EMPLOYEES' UNION

From left to right: J. Darby, Financial Secretary; P. Sevin, Trustee; R. S. McCready, Secretary-Business Manager; W. Fedak, Trustee; J. Ballard, Vice-President; (not shown), W. D. Black, Provincial President).

At its September Convention last year, the Canadian Union of Public Employees ratified a new Per Capita Formula.

Under the new financing policies, all of the Local Units will eventually pay a per capita to the National Body based on \$2.50 per member, per month. This higher per capita is required for anticipated increases in service and assistance from the National Union.

The two exceptions to the new per capita rates are the two self-servicing Provincial Unions — Local 1000, Ontario Hydro Employees' Union, with its 10,000 members in Ontario, and our own Hospital Employees' Union, Local 180.

Prior to the September C.U.P.E. Convention, the two Provincial Unions were paying a combined Per Capita/ Defence Fund payment of 70c per member, per month. Under the Per Capita Formula

the Canadian Union of Public Employees' Executive are proposing, the two Provincial Unions should increase their monthly payments approximately 40c per member, thus establishing a combined Per Capita/Defence Fund payment of \$1.12 per member, per month.

Representatives from the two Provincial Unions, Locals' 1000 and 180, have termed the proposed per capita increases as "excessive" and a series of joint meetings have been held to arrive at a more acceptable and realistic financial arrangement.

These joint meetings have not yet culminated in any mutually acceptable per capita policies covering Provincial Bodies; they have, however, provided the means for frank exchanges of opinion and intention regarding C.U.P.E. national policy and Provincial Union autonomy.

The pictures above, taken at the January 30th-31st series of meetings, reflect the serious consideration being given to such matters as future financing; integration of services, including grievance procedure and education; and the elimination of duplication of services between the Canadian Union of Public Employees and the two Provincial Unions.

Local 180 is not presently paying per capita to the National Union, declining to do so until a firm agreement has been reached.

Local 1000 is reportedly willing to pay per capita until the end of February, 1970, at which time they intend to reassess their position.

Both Provincial Unions have expressed the desire and a willingness to participate in further meetings with the C.U.P.E. Executive to resolve their per capita differences.

Kelowna Activities

The Centennial Hall, Rutland, B.C., was the venue of the Annual Banquet and Dance of the Kelowna Unit of the Hospital Employees' Union, Local 180. On Friday, November 14, 1969, approximately 150 persons enjoyed an excellent repast and were very efficiently served by a group of young people who I understand are students of the Kelowna High School.

How nice to see young people participating in such a manner! The highlight of the evening was when Sister Irene Wooldridge, the secretary of the Kelowna Unit, presented to Mr. Lavery, the ad-

ministrator of Kelowna Hospital, a cheque in the amount of \$1,000.00 to be used



towards the cost of furnishing the new Kelowna Hospital. On behalf of the hospital, Mr. Lavery accepted the cheque and thanked the members of the Kelowna Unit for their interest and support of the hospital.

Representing the Provincial Executive of Local 180, Brother J. Darby said how pleased he was to see the members of the Kelowna Unit expressing their interest in the affairs of the hospital in such a tangible way. He stressed that hospitals, by reason of the services they perform, are the logical places for a close labour/management relationship.

After the presentation, the guests en-

(Continued on page 8)

LABOUR'S NOTEBOOK

LET'S JOIN THE HUMAN RACE

White, Christian North Americans don't realize that they are a minority on this globe. Stringfellow Barr, in his pamphlet "Let's Join the Human Race," gives us a dramatic closeup of the real world around us.

* * *

Let's pretend that you have not yet been born but will be born this year, somewhere on the planet. And let's try to estimate your chances of living a happy, healthy, decent and useful life.

If you are born this year, then on the same day more than 200,000 other babies will be born, all over the world. You will have less than one chance in two hundred of being born in Canada.

You will probably be colored. Remember that you and the 200,000 other squawking brats who will be the day's baby crop are going to be born all over the planet and that there are just not many openings in the places where the white race lives. You must take your chances with the other babies. And the chances are, you will be colored — colored black, or colored brown, or colored yellow.

Your chances of being born white this year are not more than one in three. Your chances of being Chinese are one in four; of being born in India, better than one in nine.

If you are born colored, you will probably be born among people who have recently revolted and thrown out the white folks or else in a country that is still trying to throw the white folks out. If you are born in Africa, you are likely to learn the maxim: "Never trust a white man."

You have only about one chance in four of being born a Christian. It is far more likely that you will be born a Confucian or a Buddhist, a Mohammedan or a Taoist.

If you are born in Canada—and, remember, that's quite an if—you will probably live longer than a year. But if you are born in India, which is more likely, you have only a little better than one-to-four chance of living more than a year.

If you are born colored, the chances are overwhelming that you will be chronically sick all your life—from malaria, or intestinal parasites, or tuberculosis, or maybe even leprosy. And even if you are not chronically sick, you are likely to be weak from hunger. . . . You have a reasonably good chance of experiencing real famine—to the point where you will be glad to eat the bark off a tree.

If you are born colored, you have only a one-to-four chance of learning to read. And since you almost certainly will not own a radio, you will be pretty well cut off from that part of the human family that has enough to eat and that is reasonably healthy. You will most likely live in a mud hut, with a dirt floor and no chimney, its roof thatched with straw. You will almost certainly work on the land, and most of what you raise will go to the landlord.

Royal City Chosen As Convention Site

The Local Union's Seventh Biennial Convention is being held at the Royal Towers Hotel, New Westminster, B.C.

The convention will run from Monday, June 1st, 1970 through to, and including, Thursday, June 4th, 1970.

The local union is expecting over 170 delegates from our 70 Certified Units to be in attendance.

The Convention Call has already been distributed throughout the province and each local unit has been given the opportunity of submitting Amendments to the Constitution or Resolutions to be considered at the convention.

The deadlines for Proposed Amendments, or Resolutions, is Wednesday, April 1st, 1970.

The Provincial Office pays for travelling and convention expenses, including lost wages for the delegates selected by each unit.

Kelowna

(Continued from page 7)

joyed a variety of entertainment which was provided by members of the Kelowna Unit and their friends. Mr. Ed Sehn was an excellent master of ceremonies; his wife, Delores, led the singing. Ron Holitzke and Mike Hollowach were the musicians, and rendition, in the Lanchashire vernacular of "What's the use of a Birthday," was admirably done by Mrs. C. Dewhurst, who is a retired member of the Kelowna Unit.

Among the guests present were Miss C. Sinclair, the Director of Nursing at the Kelowna Hospital, Brother Albert Tetz, the Okanagan Representative to the Provincial Executive of Local 180, and Mrs. Tetz.

In retrospect, much praise must go to Sister Marion Perry and Sister Irene Wooldridge, the chairman and secretary, respectively, of the Kelowna Unit, for their efforts which culminated in a most enjoyable evening.

L.P.N.A.

(Licenced Practical Nurses' Association of B.C.)

ANNUAL MEETING

MARCH 19 AND 20
IN VERNON, B.C.

ALL ASSOCIATION MEMBERS
WELCOME

For further information, contact your Chapter Representative: Mrs. M. Peterson, 8675 Armstrong Avenue, Burnaby 3; or the Local Union Office at 867-2291.