

THE HOSPITAL GUARDIAN

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

Vol. VI

VANCOUVER, B.C., FEBRUARY, 1969

No. 1

LOCAL 180 MOVES AHEAD

Many of the poor working conditions which initiated the formation of the Hospital Employees' Union twenty-five years ago have been resolved.

Working conditions in hospitals are not perfect, but they are getting better.

Old grievances have been resolved, or eliminated, but new problems have taken their place and new answers must be found.

Through retirements and changes in the Union's Provincial Executive, we have an almost completely new Local Union Administration, and the Provincial Executive is embarking on a number of Programmes designed to better equip the Local Union in meeting the needs of the membership in the troubled times ahead.

The vitality and strength of Local 180 has long been deep-rooted within the ranks of the membership and, in an effort to provide greater involvement and participation of the membership in the affairs of its Union, the Provincial Executive has already implemented the following Programmes:

Education Stressed

Educational Seminars designed to upgrade the knowledge and Trade Union skills of established Officers and Stewards are to be conducted at least once each year on a Regional basis.

In the vanguard of this Programme were approximately 150 Officers and Stewards throughout the whole of the Province who have already participated in the first of a series of Seminars. (See Story Inside).

Trainees — A New Approach

Pioneering a completely new approach in the training of Trade Union Representatives, Local 180 has just recently advertised three Staff Trainee openings. These openings are reserved exclusively for active members of Local 180 and the Provincial Executive is planning on announcing the names of the three successful Trainee applicants within the next two to three weeks.

The Staff Trainees will be given an intensive nine-month course in practical Trade Unionism. Academic facilities of the economic and research divisions of our Universities will also be utilized in providing the Trainees with the knowledge needed to be a successful Trade Union Representative.

There is no other Programme anywhere in Canada set up to recruit Trade Union Representatives directly out of the working force.

Your Provincial Executive is pioneering new ground in this respect and if the Programme proves successful, intends to continue such a Programme for a number of years.

Unit Servicing Streamlined

To effect more satisfactory and efficient servicing to the members, specific areas of responsibility have been assigned to specific full-time Representatives who will be responsible for the organizing and servicing of geographic Regions within the Province.

The schedule of meetings has been agreed upon that will bring the full-time Representatives and membership into closer contact with each other.

Executive Appointments

Consistent with the new Programmes being implemented by the Provincial Executive, it has been necessary to make a number of new appointments.

Brother Ray McCready has been appointed the Business Manager of the Local Union.

Brother Syd McDonald has been assigned as the Senior Staff Representative to assist Brother McCready and is assigned the servicing areas of the Fraser Valley Region and the bulk of the hospitals situated on Vancouver Island.

Brother Jack Gerow, who has just been hired, has been assigned the responsibility of servicing hospitals in the Kootenay Region. Brother Gerow is the Union's Representative on the Provincial Job Evaluation Programme and currently is conducting Educational Seminars for the Local.

Brother Ron Magill, another recent and effective newcomer to the Local, has been assigned to service the affairs of the Vancouver General Unit and to assist in the organization of new units situated within the Lower Mainland area.

Brother Jack Lawson, who is the most senior of the new people in the Office, has been on staff for approximately a year and is responsible for organizing and servicing hospitals in the Northern Region.

Brother John Weisgerber has just recently been appointed to a full-time position and his basic area of responsibility is in the Okanagan Region.

New Union Home

Symbolic of the newness in the Union's current approaches and Programmes is the Union's new home. Throughout this issue of The Guardian are pictures of the Union's new Office building and some of the personnel who make the Head Office "tick."

The Master Agreement

Every member of the Organization will shortly receive his or her copy of the Provincial Master Agreement negotiated between Local 180 and the B.C. Hospitals' Association.

It is the first time in Canada that a Master Agreement covering all the hospital workers in a Province has been negotiated or published.

As this is the first time a Master Agreement has been published containing 63 separate Wage Schedules, it is a necessarily thick booklet. It is expected that as time goes on and the bargaining processes have their effect, the size of the Master Agreement will come within a more manageable size.



Ray McCready turns the first sod.

THE HOSPITAL GUARDIAN

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

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Editorial Comments . . .

The recent statement by the Provincial Minister of Health, the Honorable Ralph Loffmark, that a wage freeze applying to workers who earn \$12,000.00 or more is to be instituted in provincial hospitals, must have caused dismay to all hospital employees throughout the province.

His somewhat inept statement, reported in the "Vancouver Province" on Tuesday, January 14th, 1969, in which the Honorable Minister of Health says the wage freeze is not motivated by a wish to hurt upper-bracket personnel, but by a desire to help hospital workers at lower income levels, does not help the situation inasmuch as the ratio of \$12,000.00 a year employees to the lower paid workers is indeed very small.

Let us say that temperatures are not partisan, and how deep this freeze could become is anybody's guess. It well may be that the application of this wage restriction has been mooted in order to discover how much opposition it engenders, and the freeze will increase in severity inversely to the amount of opposition it receives.

I feel sure that we, as hospital workers, will not be complacent because of the salary range of the affected employees, but will recognize the danger which this retrogressive policy of the Honorable Minister of Health poses to all of us.

At a time when Canada is acutely aware of the "brain drain" to the U.S.A. and when progressive countries throughout the world are attempting to attract educated and trained personnel, our Minister of Health has seen fit to apply restrictions to a group of people who have invested much time and money in their education.

We can rest assured that these upper-bracket hospital employees will not sit idly by while the Honorable Minister indulges in petty experiments, but that a majority of them will seek positions in Provinces and Countries that have a more congenial economic climate.

To Fraser Valley Units:

Though somewhat late I take this opportunity of thanking you for the pleasure of serving you on the Provincial Executive for the last thirteen years. I hope you will extend to Brother George Holland of the Chilliwack Unit the same help that you gave me.

It has been my pleasure to serve you and I wish you one and all continued success in your efforts to improve your lot.

Yours fraternally,
LES. MOORE, Langley, B.C.

Aggressive Attitude Adopted

Because of more adequately trained and informed Shop Stewards; because of different Unit Servicing approaches; and because of the specific delegation of responsibility to full-time Representatives, members of the Local Union can anticipate more aggressive approaches on the part of their Union towards poor job conditions and grievances.

In the past two months, it has been necessary for the Union to invoke the senior Sections of the Grievance Procedure and meet with Boards of Trustees, and on two grievances, has had to use the services of an Arbitration Board.

To safeguard the interests of the Union's membership, we have twice, in the past three months, had to take employers into the Supreme Court of British Columbia.

It was brought to our attention that, in three hospitals, the employer was paying less than the negotiated wage rates, and these practices have been brought to an abrupt halt.

Organizing Accelerated

The increased activity in the various Regions resulted in the organization of several new Units in the latter part of 1968.

Recently organized were the Menno Hospital in Abbotsford, and the Armstrong-Spallumcheen Hospital in Armstrong.

Application for Certification has been requested for Practical Nurses in the Grace Hospital, and approximately 45 Clerical workers in Kamloops are awaiting notification that our requested Certification on their behalf has been granted.

Contacts have been made in other unorganized hospitals and the Union hopes to continue its accelerated Programme of organization.

"Well, Mrs. Smith, did you give your husband the sleeping powder as I suggested?" inquired the chemist of his customer.

"Yes," was the reply. "You said as much as would cover a dime, but as I hadn't one, I used two nickels. He's still asleep."

A New Modern Home

In 1969, the Hospital Employees' Union came home. On November 29th, 1968, we moved from the old Office at 335 West Broadway to our own new building. This marks the fulfillment of a long-cherished dream; the building is both beautiful and functional. The Building Committee worked long and hard to carry out the wishes of the Convention and have, indeed, succeeded in providing us with a home of which Local 180 can be very proud.

Even from an investment point of view, the property is very desirable as it is located in an active business area where property values are increasing at an outstanding rate.

Altogether, there is six thousand square feet of floor space; the main floor comprises a general office, with private offices for the Secretary-Business Manager, Financial Secretary, and five Representatives. There is also a combination work and machine room on this floor. The upper floor contains an auditorium, seen by many of you already, which is used for Seminars and is suitable for Unit, Committee, or Executive Meetings.

The building is, in every way, modern; air conditioning provides uniform, comfortable temperatures; modern telephone equipment provides, as well as outside communication, a very efficient inter-com system; and the offices are bright, well-furnished, and virtually soundproof.

A Note of Appreciation

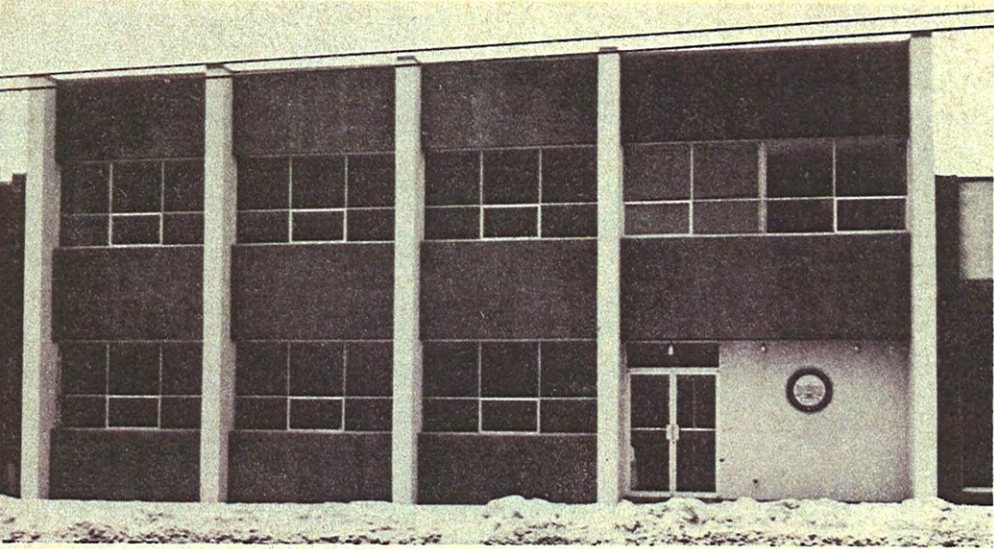
I would like to take this opportunity of extending to the many Union members across the Province my very sincere thanks for their cards of good wishes. To those Units who sent the many beautiful flowers and other gifts, again thank you very much.

When one is indisposed and out of his normal field of endeavour, it is very gratifying to receive such tangible evidence that one is still remembered.

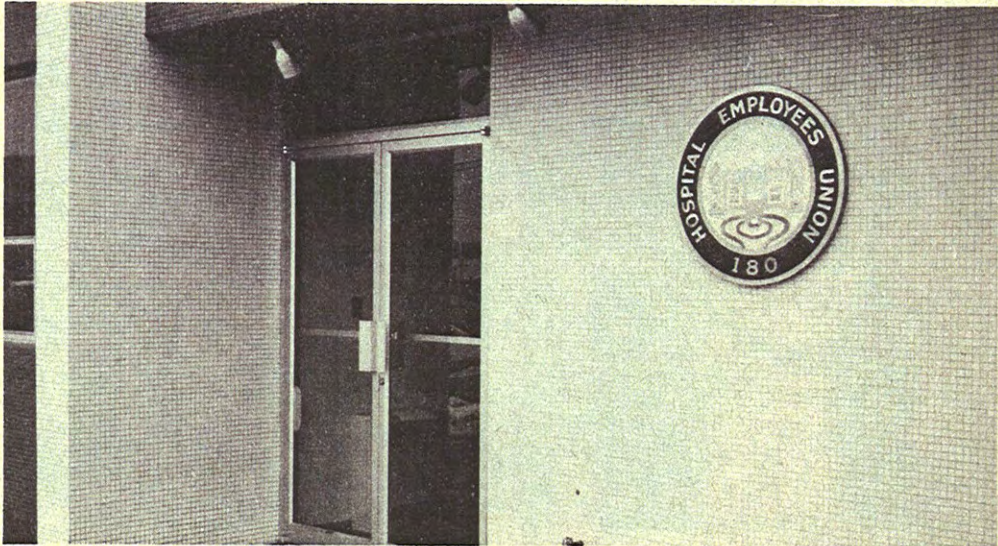
A special word of thanks and appreciation goes to the Staff of the Royal Columbian Hospital for their excellent care and kindness during my sojourn there.

—Syd McDonald.

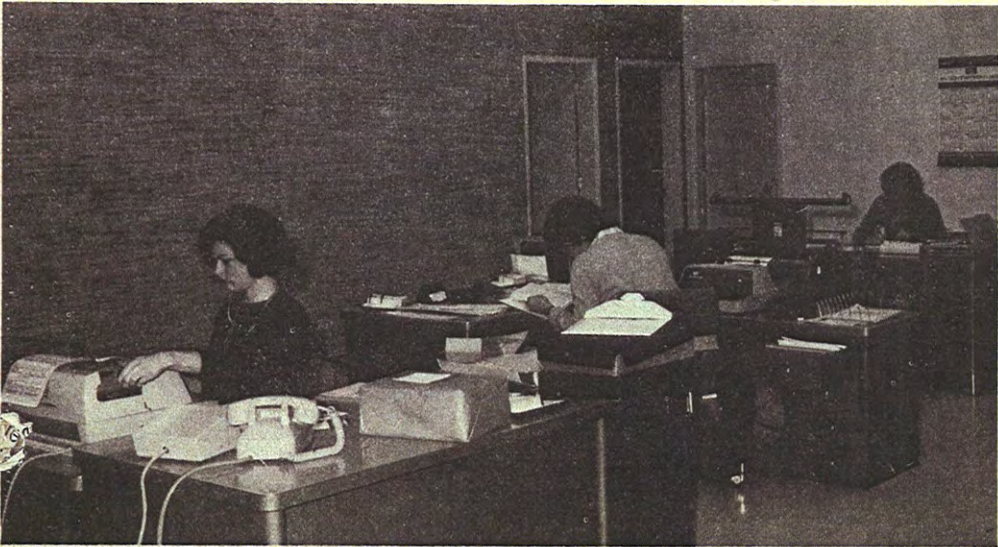
NEW HOME OF LOCAL 180 HOSPITAL EMPLOYEES' UNION



Left
**HANDSOME
EXTERIOR**



Right
**DISTINCTIVE
ENTRANCE**



Left
**MODERN
INTERIOR**

SCHOLARSHIP WINNERS

Local 180 has always felt that the education of the young should be encouraged and sustained; to this end, five Scholarships are provided:

Hospital Employees' Union Scholarships (2) — The Winners:

87.00% — Michael David Donison. (Mother, member of St. Joseph's Unit, Victoria, B.C.) (No picture).

83.50% — Linda Arnold. (Mother, member of Richmond Unit, Richmond, B.C.)

Vancouver General Scholarships (2) — The Winners:

88.75% — Mary Ann Teresa Bates. (Mother, member of Vancouver General Unit, Vancouver, B.C.)

85.75% — Brian Paul Hayashi. (Mother, former member of Kamloops Unit, Kamloops, B.C.)

St. Joseph's (Victoria) Scholarship (1) — The Winner:

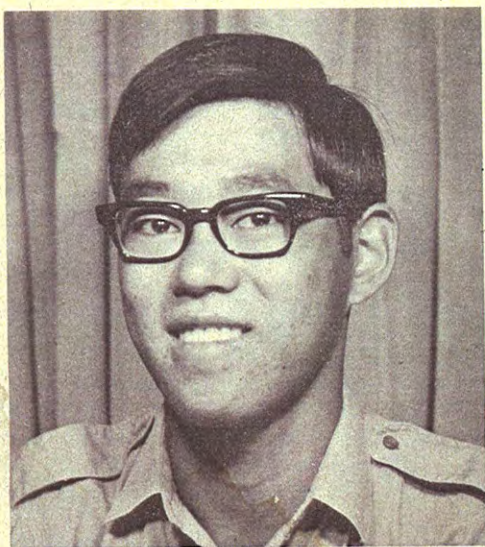
80.25% — Lynn Gail Grossman. (Father, member of St. Joseph's Victoria Unit, Victoria, B.C.)



LINDA ARNOLD



MARY ANN BATES



BRIAN PAUL HAYASHI



LYNN GAIL GROSSMAN

Provincial Retirement Party

Friday, September 27th, 1968 was a Gala Evening at the Astor Hotel in Burnaby. Sponsored by the Provincial Executive, members of Local 180, Hospital Employees' Union, gathered from all over the Province to mark the retirement of Bro. W. M. "Bill" Black, his wife Mary, Past President John Fleming, and Ex-Financial Secretary, Hugh Duff.

Sharply at 7:30 p.m., the guests of honour were piped into the banquet hall and seated at the Head Table. The Provincial President, W. D. Black, welcomed the gathering in the name of Local 180 and indicated that after dinner a full program had been arranged for the evening. It was heartwarming to look around the hall and realize that practically every Unit was represented, gathered to honour and bid farewell to long-time associates.

Amongst the guests were many who were not members of Local 180; representing the B.C. Hospitals' Association was Mr. Duncan Bradford; the C.L.C. Regional Director, Bro. Tom Gooderham; Bro. Ed Sims, President of the Vancouver and District Labour Council; our National Secretary-Treasurer, Sister Grace Hartman; and many others who, in turn, voiced their regards and appreciation, especially for W. M. Black.

Immediately after dinner, the Provincial President, W. D. Black, introduced the Head Table amid thunderous applause and a hardworking Committee proceeded to launch the numerous presentations to the guests of honour. Breathtaking surprise and delight were mirrored on the faces of the recipients.

Bill and Mary received return flight tickets to Hawaii, and, in fact, at the moment of writing, are there.

John Fleming received an outboard motor to aid him in his fishing efforts. Hugh Duff, a camera bug from away back, received a Polaroid Land Camera.

An evening of dancing completed an evening that will remain, for a long time, in the memories of all who participated. We hope that one and all of the guests of honour enjoy a long life, health, and a busy retirement.

Jones: "Who started the 40-hour week?"

Smith: "Robinson Crusoe. He had all his work done by Friday."

* * *

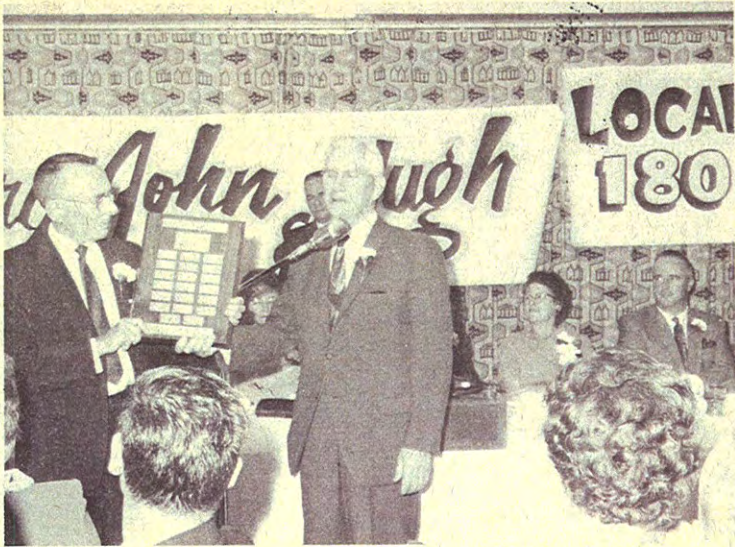
Distraught Wifey: "Dear, our new maid has burned the bacon and eggs. Would you be satisfied with a couple of kisses for breakfast?"

Maintenance Superintendent: "Sure! Bring her in and get the heck out of here."

PROVINCIAL RETIREMENT PARTY



Provincial President W. D. Black welcomes the guests.



Bro. Alex Paterson, former Financial Secretary, presents plaque to Bro. W. M. Black.



First Vice-President Mrs. C. E. McInnes presents bouquet to Mary Black.



Bro. Hugh Duff, Ex-Financial Secretary with his wife, Irene.



Past President John Fleming and his wife Uriel.

EDUCATIONAL SEMINARS



JACK GEROW
Instructor

It's back to school time!

The Sixth Biennial Convention of the Hospital Employees' Union, Local 180, of June, 1968, got the wheels in motion to send some of our Members back to school. This is how it happened. The following Resolution was submitted by our Kamloops Unit for consideration at the Convention:

"Whereas, a great deal of education is needed to teach the membership how to conduct union meetings; shop steward responsibilities as well as the understanding of both the Constitution and the Agreement;

Therefore be it resolved that we conduct at least one educational seminar in each region per year for general educational purposes."

The resolution was adopted unanimously.

On October 1, 1968, Brother Jack Gerow came on staff. One of the duties he was hired for was to conduct the Educational Seminars that were adopted at the Sixth Biennial Convention. Brother McCready was very anxious to get the program under way. So, by the 22nd of November, the first Regional Educational Seminar was under way. The Lower Mainland's Seminar was conducted on November 22nd and 23rd.

Next, the Fraser Valley's Seminar was conducted on November 24th and 25th. After four days, Friday, Saturday, Sunday and Monday, one-third of the Regional Educational Seminars were completed. Brother Gerow was given the next weekend off. But, the weekend after that found him up in the Kootenays, the Region that Brother Gerow has been assigned to service. The third Regional Educational Seminar was held in Nelson on the 4th and 5th of December. The 6th of December was used for commuting

between Nelson and Vernon where the fourth Regional Educational Seminar, the Okanagan Region, was being held on Saturday and Sunday, the 7th and 8th of December. Two-thirds of the Seminars were finished. There were only two Regions left — Vancouver Island and the North. Time was running short. Christmas was just around the corner. So, off to Victoria for the fifth Regional Educational Seminar. The Vancouver Island Region's Seminar was held on Friday and Saturday, the 13th and 14th of December. What about the Northern Region? Christmas and New Year's would not be a good time for a Seminar. Therefore, the New Year would bring about the conclusion of the first round of Regional Educational Seminars. Prince George would host the sixth and final Seminar of the first round on Saturday and Sunday, the 1st and 2nd of February. Within approximately two months, Educational Seminars were conducted in each Region of Local 180.

The first round of Educational Seminars was concerned with analyzing the provisions of the current Collective Agreement. The organized Trade Union movement, of necessity, is concerned with the education of their members. It is felt that it is essential for every working man and every working woman to know the conditions under which he or she has sold their valuable time to their employer. These conditions must be known in order to protect the Collective Agreement that they have worked hard to achieve. This is the most important reason for conducting an Educational Program. Local 180 of the Hospital Employees' Union is no different from the rest of the organized Trade Union movement. It is our feeling that if our negotiated rates of pay, hours of work and other conditions of employment — especially job security — are to be safeguarded; if our regulation of the relationship between the Hospital and the Union is to continue to be successful and harmonious; we must maintain a strong, unified organization. In order to do this, effective lines of communication between the individual member and the Union, between the Unit and the Head Office must be well established and continually expanded. Confident and efficient administrations must be built at the Unit level — "the grass roots," the very heart of our organization. This is the reasoning behind our Educational Program. It involves the conducting of Regional Educational Seminars. The kind of theme that will best effect the results that we desire would include the analysis of the provisions of our Collective Agreement. This was the theme of our first round of Regional Educational Seminars. Further, it was felt that because we have achieved

recently a Provincial Standard Agreement, it was doubly important that our first round of Regional Educational Seminars should be concerned with the provisions of this Agreement. The following are some of the comments that Head Office received from some of the delegates who attended the first round of Regional Educational Seminars:

"The Seminar that I had the pleasure to attend proved to be very educational and very well taught by our instructor, Brother Jack Gerow. I think that any Sister or Brother who attended any one of these Seminars, came back to their Unit with a new concept on contract language and a great deal more knowledge than before."

(Brother George Holland, Chilliwack Unit, Fraser Valley Representative).

"I found the Educational Seminar on contract analysis very thorough. the use of the sections of the Labour Relations Act as it applied to the agreement; the intent of various clauses; the down to earth analysis of the grievance procedure, as well as the simplification of application of the various clauses, should greatly assist in the smooth functioning of each Unit."

(Sister Cecelia E. McInnes, Kamloops Unit, 1st Vice-President of Provincial Executive).

"The benefits of the Educational Seminar are already very obvious at our Unit. The self-confidence in regards to contract language, by those of us who attended the Seminar is a big asset when handling a Grievance. The clause by clause breakdown and explanation of each point, has made each of us more able to interpret our Contract for our Brother or Sister Members. It has also made our presentation of a Grievance more effective. The success of this Seminar has made it very obvious and necessary for further Educational Seminars in the near future."

(Brother Gordon MacPherson, St. Joseph's Unit, 3rd Vice-President of Provincial Executive).

The second kind of theme that our Educational Program will be concerned with will appeal to those persons who have never had an opportunity to go to a Seminar or to be a Unit Officer or Shop Steward. Again, these Seminars will be conducted on a Regional basis. They will continue for at least two days. The topics of this second kind of Educational Seminar will be:

(Continued on Page 10)

REGIONAL STUDENTS AT WORK



Left
LOWER MAINLAND



Right
OKANAGAN



Left
KOOTENAYS

A DAY IN THE LIFE OF YOUR REPRESENTATIVE

8:55 a.m. Arrives at desk. Re-arranges pencils, pens, erasers and wife's picture.

8:58 a.m. 'Phone rings. Lady wants to know why her husband didn't get compensation for accident last August. Conversation goes like this:

Rep.—"Which Unit is your husband in?"

Wife—"Outlying Unit."

Rep.—"What happened to your husband?"

Wife—"He hurt his back in the tug of war."

Rep.—"Tug of war?" Then he wasn't working at the time?

Wife—"Well no, not exactly, but it was the Unit picnic, and he was off three days."

Rep.—"He lost three days' pay?"

Wife—"Well no, not exactly, he went on his medical plan."

9:30 a.m. Rep.—Still explaining the technical reasons why such a claim would not be allowable, etc., etc.

10:00 a.m. Coffee-time. During the break, tries to decide how two available men can attend three general Unit Meetings, make an appearance at the District Labour Council, and manage to get home to have birthday dinner with Junior.

10:15 a.m. 'Phone call from member of Local Unit re exchanging gift her Johnny got at Unit Christmas Party.

'Phone call. Man from Eastern Canada wants job in hospital field, wants to know about wages and working conditions. After about 15 minutes, floors our hero by admitting he has never worked in a hospital.

11:00 a.m. Appointment with Sister member re grievance. Member has lost her job through personality clash, jealousy and incompetence of supervisor, etc., etc., Rep. contacts Administrator, pours on the charm, gives ten thousand reasons why member should be re-instated with pay retroactive to date of dismissal. After some three-quarters of an hour, the Administrator weakens and is lost; he agrees on condition that any further friction will result in instant dismissal. Your representative turns beaming to the aggrieved Sister, "Well, that's fine, he has agreed to take you back with no loss of pay or seniority Sister . . ." Sister . . . turns a stoney gaze on our hero and says, "I have no intention of going back to work for him; I'm working for the A & M Stores in their Complaint Department. Good Day." Your Rep. ushers her gently out and decides on lunch.

1:00 p.m. 'Phones home to try and explain to Wife why he won't be able to attend birthday dinner with Junior. Wife, "Not again, you haven't been home for dinner one night this week, and you haven't seen the baby yet." Our hero, "I'm sorry, dear, but do me a favor, tie the dog up, will you? He snarled at me last night; I don't think he remembers me at all."

1:15 p.m. 'Phone rings. Voice—"I want to tell you about a grievance."

Rep.—"Who is speaking please; which hospital do you work in?"

Voice—"I don't want to say."

Rep.—"Well, what department do you work in?"

Voice—"I'd rather not say. But they can't do this to me, I know my rights and I know I don't have to change my days off."

Rep.—"Well, just give me your name, the hospital name, and what dept. you work in and I'll certainly see what I can do."

Voice—"I'd rather not say." 'Phone disconnected. Rep. considers telephoning 15 Administrators to find out if any of them have been playing around with days off, decides against it.

2:00 p.m. Commences statistical research in preparation for Regional bargaining, goes back to the calculator. Call from switchboard, "Mr. Rep, will you take the 'phone please?"

Rep reaches for 'phone, "Why haven't I got my income tax receipt?"

Rep.—"What is your name and address, please?"

Voice—"I've got some money coming back and I want to send in my return."

Rep.—"What is your name and address, please?"

Voice—"I'm John Doesz and you must have my address, I changed it in the office last week."

Rep.—"Did you change it in the Union office?"

Voice—"No, of course not, in the Hospital office, you must have it."

Rep.—"What is your address, please, and then we will send your dues receipt out to you at once."

Voice—"Well, it's Suite 6, 1972 Doodlebug Road, Fair City. I don't know the zone number."

Rep.—"Thank you, we'll get the receipt right out to you."

Repeat the above about six times an hour except at lunchtime — during this period, accelerate to twelve calls per hour.

3:00 p.m. Coffee break. Wonders whether or not he will have time to buy Junior a gift before the stores close after he has met a delegation of ladies coming to see him at 3:30 p.m. about "something very important."

3:45 p.m. Six ladies arrive, two our hero recognizes. He greets them and is introduced to the others.

Rep.—"Well, Ladies, what can I do for you?"

Spokesman—"Mr. Rep. we all suffer from severe allergy problems, look at our hands, all red and inflamed." Rep looks and is reminded of television advertisement re "pineapple hands."

Spokesman—"We don't like "Glosso." We want the Hospital to change to "Marno" which we know won't hurt our hands."

Rep. picks up 'phone, telephones Personnel. After some discussion, the Personnel Director reports that the Hospital made a lucky purchase of a carload lot at a very attractive price; suggests the girls wear gloves, agrees to buy gloves for any girl whose Doctor provides written notice that they are a necessity. Promises the Hospital will change to Marno when they next require supplies. The Rep. makes his report to the ladies who agree grudgingly that the solution will somewhat improve the situation now and the problem will disappear when the Hospital changes over to Marno. The Rep. doesn't know it, but six months hence, he will be fighting the Hospital to change back to Glosso because Marno leaves a bad odour on their hands.

4:30 p.m. Rep. rushes out to buy Junior Hockey stick and sweater. Will discover when he arrives home that sweater is about 3 years too small for Junior. After all, how is he to know Junior has grown considerably since he last saw him. Has rush dinner with family, leaves to go to general meeting.

10:00 p.m. Meeting over, is surrounded by a dozen people all thrusting more grievances, all very important and immediate.

11:00 p.m. And so home, get back to considering bargaining procedure until he falls asleep over table. Is awakened at 2:00 a.m. by wife who suggests a bed and horizontal position is more conducive to rest than sprawled over a coffee cup.

And so on, ad infinitum.

V.G.H. UNIT HONOURS W. M. BLACK

On November 23rd, 1968, the Vancouver General Unit of Local 180 said its final farewell to Brother Bill Black and Mary. Bill and Mary were guests of honour at a retirement party sponsored by the V.G.H. Unit in honour of their long and meritorious service on behalf of the hospital employees within the Vancouver General. Bill, in his reminiscing, took Local 180 back to its original beginning, which, of course, was within the "General."

They were surrounded at the Head Table by members of Local 180 who had the responsibility of building the Union from its inception. These guests, plus Bill and Mary, were the instigators, organizers and the driving force behind everything Local 180 H.E.U., presently stands for. They, through their endeavours many years ago, have improved the

wages and working conditions of every hospital employee within this Province and we know that Bill and Mary appreciated being, on their final farewell, with people who had worked closely with them at the start of this Union.

It undoubtedly did Bill's heart good to be piped into the farewell party where he and his good wife were met by some four hundred friends and acquaintances. The City of Vancouver was represented by Alderman Hugh Bird, an ex-President of the Vancouver's Firefighters' Union. Management was represented by Mr. Joe Roberts, Personnel Director of V.G.H., and a friendly adversary of Bill's for many years. Other guests, too numerous to mention, were in attendance to say their goodbyes to Brother Black and Mary.

Brother James Ballard, Secretary of the V.G.H. Unit, and one of the senior

senators of Local 180, presented, on behalf of the Unit, a Super Eight Movie Camera and Projector to Bro. Bill; another member of the Local Executive, Sister Gwen Parrish, presented Mary with a beautiful bouquet of flowers. Throughout the evening, Brother Bela Somlyoi and an assistant were busy taking pictures of the event. Bro. Jack Ingram presented Bill with an album in which a complete pictorial record of the evening will be preserved.

It was an evening those in attendance will long remember, and was justly deserved by both Bill and Mary. We wish them both a long and happy retirement. At the moment of writing, Bill and Mary are away in Hawaii and we trust making good use of the movie camera; may we hope, someday, to have a travelogue of Hawaii?



Bill and Mary being piped in.



Bro. J. Ballard makes presentation.



Amongst those present.

(Continued from Page 6)

Labour Economic History
Parliamentary Procedure
The Constitution
Contract Analysis
Identifying and processing grievances

It is proposed that this second round of Regional Educational Seminars will take place in the spring of this year. Those members who would be interested in attending this Seminar should indicate to their Unit Officers such interest. Unit Officers and Shop Stewards are trained, they are not born. Consequently, our Seminars will be geared primarily to meet the requirements of those members who possess potential, but perhaps lack the necessary training and experience to function effectively as a Unit Officer or Shop Steward.

As collective bargaining becomes a more complex and centralized procedure, greater demands will be placed upon your Head Office and your Regional Staff Representatives. In addition, our program of organizing the unorganized and presenting to every town and village of this Province the opportunity of joining Local 180 of the Hospital Employees' Union, and thus participating in the benefits of our Union, makes it physically demanding for your Head Office to maintain the degree of personal contact with the Units that it would like to. Therefore, our first line of defense must be armed with knowledge and confidence. Just as a chain is only as strong as its weakest link, so Local 180's ability to deal promptly and efficiently with its problems in the future will depend in a large measure on the participation in our Educational Program.

Hospital Life as Shakespeare Might Have Seen It . . .

ON ADMISSION: "O, that a man might know. The end of this . . . e'er it come."
—*Julius Caesar*.

THE HOT WATER BOTTLE: "Come let me clutch thee."
—*Macbeth*.

"I have a great comfort from this fellow."
—*The Tempest*.

INJECTIONS: "Why, thou knowest I am as valiant as Hercules."
—*Henry IV*.

OPERATION GOWN: "You all do know this mantle."
—*Julius Caesar*.

ANAESTHETIC: "It goes against my stomach."
—*As You Like It*.

DOCTOR'S NOTES: "Can you not read it . . . is it not fair writ."
—*King John*.

OCCUPATIONAL THERAPY: "Though this be madness, yet there is method in it."
—*Hamlet*.

NIGHT-TIME: ". . . and sleep, that sometimes shuts up sorrow's eye, steal me awhile from mine own company."
—*Midsummer Night's Dream*.

—O.E.C., in *Nursing Mirror and Midwives Journal* (London), February 1957.

MASTER CONTRACT

After an outstanding year in 1967, where we not only gained a substantial increase in wages across-the-board, but also established a standard rate of pay in certain classifications in the Lower Mainland area and the Fraser Valley, we have now enlarged upon this and have achieved a Standard Provincial Master Agreement which will not only provide that most of our bulk classifications will be receiving exactly the same rate of pay no matter where they work, whether it be in Vancouver, Prince George, Port Alberni, Kamloops or any other hospital, but also a Standard Provincial Master Agreement in regards to conditions of employment.

The new Standard Agreement will provide further provisions than those already common to many of our Agreements, such as a Technological Change Clause that will protect employees against the loss of jobs due to technological change and other changes in the operation of the hospital.

The Grievance Procedure has been brought up-to-date to include a Shop Steward System that will apply to all hospitals and we have also, as you may note elsewhere in this issue, already held seminars to enable the Shop Stewards to be properly informed as to the interpretation of the Agreement.

The Seniority Section has also been amended to provide a Portability Clause and we feel again that this is an outstanding first for a Union agreement. This will provide, that where, within 90 days, a member transfers to another hospital within Local 180, he shall carry with him:

Wages — Previous service in a similar position shall be recognized. Increment structure would continue.

Annual Vacation — Annual vacation credits shall be credited to the employee.

Sick Leave — Employee shall be credited with unused accumulation of sick leave.

However seniority relative to promotion and transfers is not portable.

Leave of Absence Section has been amended to provide that after every five years of service, an employee will have the right to request an extended leave and such leave will be granted, unless for some very exceptional reason. A section dealing with Leave of Absence for Union business has been enlarged so that indefinite leave will be granted to employees coming to work for the Union. This is in line with our new program of Trainee Representatives.

The Compassionate Leave Clause has been enlarged to provide the inclusion

of a legal guardian in the death of a near relative.

Hours of Work and Overtime Section: — This has also been amended to provide that all clerical and telephone workers across the Province will now work 37½ hours per week.

The Shift Differential Clause has been amended to provide an increase from the former 5c and 2½c per hour to a straight 10c per hour for the afternoon and the night shifts.

Annual Vacation Section has been amended to provide that employees with 20 years of service shall have 25 working days' vacation.

Other Conditions of Employment: — A new clause has been established that will probably be the envy of many other Unions. This provides that refusal to cross a legally established picket line shall not constitute cause for dismissal.

The Sick Leave Section has also been amended and employees in the first year of service, when they are off five consecutive days, or more, shall be recompensed at the end of their year's employment, up to a value of their accumulated sick leave credit.

Pay Days: It has been agreed between the Hospitals and the Union that every effort will be made to institute pay days every second Friday. This has already been done in a considerable number of hospitals and we have been given assurance that all other hospitals are in the process of attempting to achieve this provision. It is also our understanding that, generally speaking, by the time this Agreement expires, all hospitals will be paying on this basis.

Rest Periods: A new system of rest periods has been established providing two 10 minute rest periods in the cafeteria for all employees. This means that they will be allowed a certain degree of travelling time. Those hospitals who previously had a 15 minute rest period will still retain this. The section dealing with part-time workers has been revised and brought up-to-date so that they will receive a proportional amount of all the provisions and perquisites applicable to a full-time worker.

Job Evaluation: This has long been an outstanding provision in our Agreement. However, during the last few months, meetings have been held between the B.C.H.A. and the Union to work out details of how this will apply.

The term of the Contract is from January 1, 1968 to December 31, 1969, with the provision that reopening letters will be submitted during the month of October 1969.

MEET YOUR STAFF



JOHN WEISGERBER

Born at Francis, Saskatchewan, John was raised and educated in Regina. In the fullness of time he left and joined the Canadian Navy in 1939 to see the world, no doubt.

John stayed in the Navy until 1946, to make sure we had won, and then, with his good wife, Viola, came to Bennettland where he settled in Vancouver. John and his wife have three children; Linda, the elder daughter is married and employed by the B.C. Hydro as a draughtsman; Louise is a student of Radiology at St. Paul's Hospital; Number One son is attending High School and Father fears he will be there for quite some time.

John Sr. was employed at St. Paul's Hospital as an Engineer in the Power Plant prior to coming on staff. He has held the office of Secretary of St. Paul's Unit ever since it became affiliated with Local 180, and has been a member of the Provincial Executive since the year 1958. He has served as a Regional Representative, then as 2nd Vice-President, and has been an active member of numerous committees, including the compact Negotiating Committees, and a delegate to Wage Policy Conferences, as well as Provincial and National Conventions.

John is, therefore, well-known to many of our members, including the Okanagan Region which is the area he has been assigned to service, as well as three other Units in the Lower Mainland.

He brings to his new position boundless energy, a smiling good nature, and a wealth of experience in problems relating to hospital workers gained through the years at St. Paul's, since and many years before they had joined Local 180.

Prior to coming on staff, John, in his leisure time, and his family, delighted in travelling to their summer cottage, for a few quiet days of fishing, swimming, and hiking.



MARGARET MORRIS

Margaret was born and raised in Toronto, and believes that a little knowledge is a dangerous thing; she is, therefore, continuing her studies in at least two subjects at the Vancouver City College.

Like many another Easterner, Margaret came here about six months ago as a tourist but, naturally, has been unable to tear herself away from Canada's Evergreen Playground. The rain caused Margaret some concern, but the Chamber of Commerce, ever anxious to please, has provided a Toronto-type winter which will ensure her staying until the daffodils bloom again all over the place — about February 1st or 2nd.

Keenly interested in travel, her holidays are going to be spent in Southern California and Mexico, if and when she finds that Money Tree. In any event, Margaret is preparing now to speak Spanish and haggle with the Mexicans in their own language.

Miss Morris is also interested in designing and sewing her own clothes and, from the very attractive results, we judge she is quite competent.

Boiling water and making toast present no problems so we can assume that she is also a first-rate cook.

In spite of many attempts to master roller-skating, bowling, and tennis, sport is apparently a field in which she suffers severe bruises and contusions! Let's hope Margaret doesn't try skiing — she will probably wind up typing with two long leg casts instead of sheer hosiery.

The Guardian and Staff of 180 wish Margaret well and trust her stay with us will be a long and happy one, or, as the Spanish would phrase it, "Vaya Con Dios."



JOHN GEROW

John, or "Jack," as he is popularly known in the Office, was born at an early age in Edmonton, Alberta, but after only five winters, decided to bring his family west to the Gateway of the Pacific, Vancouver, B.C. Employment being hard to get for six-year old immigrants, Jack continued his education, Public School to Junior Matriculation, and then on to the higher seat of learning at the University of British Columbia, where he majored in Labour Economics.

Air Canada was the first recipient of the talents of our hero; next, a position in the Personnel Department of the B.C. Ferries. Have you noticed how much the ferry service has improved lately? However, it was not until Jack came to the Hospital Employees' Union that he really felt that at last he was in the right place at the right time. Jack is now the Representative for the Kootenay Region; he likes to travel, and it seemed like poetic justice to send a native Albertan to that cold and snowy country.

Many of you have already met Jack when he held forth as Professor Gerow at our Seminars; he is responsible not only for the actual teaching, but also course content, the syllabus, and the follow-up program which will continue.

In case Jack has any spare time, he is also a Research Director, and will, no doubt, be deeply involved with the production of the Hospital Guardian.

Whoops! Almost forgot one of Jack's most important assignments. He will be Job Evaluation Man, a very arduous and time-consuming position.

Jack and his good wife, Linda, reside, as you would suppose, in the snow belt in North Vancouver. They are presently owned by a Maltese dog and a budgie. Jack lists as various hobbies: camping, fishing, and guitar pluckin'. Welcome to 180 Jack!

THE NOTICE BOARD

Auditorium Available for Meetings

The second floor of the Hospital Employees' Union Building is available for Unit Meetings, Committee, or Executive Meetings.

This Auditorium, with fifteen hundred square feet, has a seating capacity of one hundred and fifty, with refreshment and cloakroom facilities.

The Rate Schedule is as follows:

MEMBERSHIP MEETINGS:

Units under 100	-	-	-	-	-	-	Basic Charge: \$ 7.50
							<i>(Includes coffee, cream, sugar, cups, etc.)</i>
Units, 101 - 250	-	-	-	-	-	-	\$10.00
							<i>(Includes coffee, cream, sugar, cups, etc.)</i>
Units, 251 - 400	-	-	-	-	-	-	\$15.00
							<i>(Includes coffee, cream, sugar, cups, etc.)</i>
Units, 400 and over	-	-	-	-	-	-	\$20.00
							<i>(Includes coffee, cream, sugar, cups, etc.)</i>

COMMITTEE MEETINGS:

Basic Charge: \$ 7.50

(Includes coffee, cream, sugar, cups, etc.)

Please contact the Secretary-Business Manager, Mr. R. S. McCready, at 876-2291, between 9:00 a.m. and 5:00 p.m., Monday to Friday.

If your Unit is sponsoring a Social Event that you want publicized send all the pertinent information to the Head Office.
Deadline for next issue submissions: April 15th.

FURNITURE FOR SALE
There are a number of items for sale at very low prices. Interested parties should contact the author.

FURNITURE FOR SALE
 There are a number of items of office furniture for sale at very reasonable prices to anyone interested.
 Contact the Financial Secretary, Mr. [redacted] at 876-2291.
 Sample items: \$25 --- \$

Here are a few sample items:

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es to anyone
Contact the Financial
John Darby, at 876-2291.

Here are a few sample items:

2	4 (shelf) section steel @	\$25	---	\$50
1	Oak Tilter Chair	-----		\$10
2	Oak Tables, 72", each	-----		\$25
1	Oak Desk, 60" x 30"	-----		\$30
15	Side Chairs, upholstered, each	-----		\$15
1	Mobile File Cabinet	-----		\$15
1	Combination Unit — 3 drawers, 1 cupboard	-----		\$20
1	Sofa — one seat	-----		\$80
1	Oak Storage Unit	-----		\$35
1	Single Pedestal Typewriter	-----		\$30
1	Desk, Oak	-----		\$15
1	Harter Typewriter Chair	-----		\$ 2
6	Kitchen Chairs, each	-----		\$50
1	Air Conditioner	-----		

WORKMEN'S COMPENSATION BENEFITS

It would seem that many of our members are not too clear as to how they should proceed when they become injured in any way. In fact, some members, rather than report to Workmen's Compensation have, instead, reported to their own doctor and used their medical coverage and sick time to cover the time loss and medical treatment expenses.

There is no mystery in making a report to the Workmen's Compensation Board; it only involves following a few simple rules. Every hospital has available the correct form, (Form 6), either in a health centre, the emergency ward, or the personnel department.

Outlined below are a few simple pointers:

1. If injured, injury can mean anything from a simple burn, cut, a sliver, or a major injury such as broken bones, back injuries, or a hernia and, of course, the injury must be sustained whilst working. Report as *soon as possible* to your health unit, emergency ward and give notification, in writing, to your employer as to *how, when and where* the injury occurred and the names of witnesses.

2. Get medical aid, if required.

3. Get a W.C.B. application form, (Form 6), from your employer, doctor, union office, or the W.C.B. Answer *all* questions and mail promptly to: Workmen's Compensation Board, 707 West 37th Ave., Vancouver 13, B.C.

It is the worker's responsibility, not the employer's, to make application for compensation.

Providing these simple rules are followed, the worker should encounter no problem securing the benefits which include:

- (a) payment for time lost from work,
- (b) medical aid,
- (c) awards for permanent disability,
- (d) physical and vocational rehabilitation services,
- (e) pensions to dependents of fatally injured workers.

Problems arise when these simple rules are not adhered to; remember, your employer is also required to send in a form and unless you provide him with *all* the pertinent details of your accident, he will not be able to make a complete report which will, in effect, corroborate yours.

Remember, too, that your doctor must make an initial report and then, at intervals of two weeks. Therefore, if you are going to be off work for a protracted period, be sure to visit your doctor at least every two weeks.