

THE HOSPITAL GUARDIAN

HOSPITAL EMPLOYEES' UNION 180

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No. 4

Kootenay Reigon

HOSPITALS PROVOKING STRIKE

Exasperated by the delays in having the Terms of the 1970-'71 Collective Agreement implemented, Members of Local 180 employed at the Trail Regional Hospital; the Kootenay Lake District Hospital, Nelson; the Creston Valley Hospital; and the Kimberley and District General Hospital have voted overwhelmingly to go on strike.

More than 14 months have elapsed since the B.C. Hospitals Association, acting on behalf of most B.C. Hospitals, advised the Hospital Employees' Union that the negotiated Terms of Settlement for 1970-'71 had been ratified by all hospitals represented by them.

The Union has spent most of these 14 months in a vain attempt to have the Collective Agreements signed by individual hospitals.

Obviously beset by internal dissension over the Terms of Settlement they negotiated with the Union, the B.C.H.A. appears to have embarked on a policy of appeasement toward their principals by advising them not to sign the Union Agreement and thus eliminate the need to honour contractual provisions they do not favour.

Work Day Reduced

The new Collective Agreement contained a provision to reduce the daily hours of work from 8 hours in 1969 to

7¾ hours in 1970 and to 7½ hours in 1971.

Hospitals in the Kootenay Region and one hospital on the Lower Mainland were also covered by an established clause providing for an "inclusive of meal time" shift arrangement.

Four Kootenay Regional Hospitals and the one hospital on the Lower Mainland implemented the reduced hours of work within the inclusive shift framework.

They were advised by the B.C. Hospitals' Association to discontinue the practice!

The hospital on the Lower Mainland and the Union agreed to submit the dis-

puted hours of work and inclusive shift clauses to the arbitration of D. R. Blair, an acknowledged expert in the field of Labour Relations.

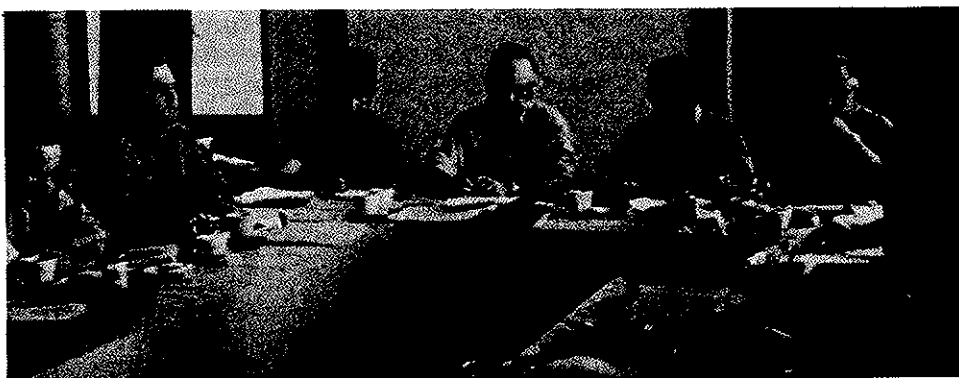
Arbitration Favours Union

Mr. Blair, as sole Arbiter, ruled in favour of the Union and ordered the Royal Columbian Hospital at New Westminster to re-institute the inclusive shift clause for the employees affected and to further compensate the employees by the payment of overtime rates for all time they should have had scheduled under the inclusive shift clauses.

Despite the efforts and arguments advanced by the Union and Legal Counsel for the Union, the B.C. Hospitals' Association arbitrarily imposed its will and adamantly refused to allow the disputed clauses in the Kootenay Agreements to go to Arbitration.

It was only on May 5th, 1971, when the B.C. Department of Labour ruled there was no Collective Agreement in effect at the Trail Regional Hospital that

(Continued on Page 2)



Members of the Union's Provincial Executive considering solutions to ease the threatened strike situation at the Trail Regional Hospital.



Executive Members from the Trail, Grand Forks, Castlegar, Rossland and Nelson Units review disputed "Inclusive Shift" clauses.

OUT IN THE OPEN

"In any civilized community private rights should cease when they become public wrongs."

—Mackenzie King

★ ★ ★

The democratic process and our institutions survive only when the activities of our representatives are subjected to public scrutiny.

And yet, in the Province of British Columbia, more than 150 million dollars annually is placed in the hands of Hospital Board Members for the purpose of administering the Province's acute general hospitals.

These Board Members are not elected. They are not responsible to any public electorate. Their activities are conducted behind closed doors.

The people of British Columbia are fortunate that, by and large, the men and women who have received appointments to our Hospital Boards have been competent and persons of integrity.

But the weakness of appointed, rather than elected, representatives being permitted to conduct the affairs of our acute hospitals and spend public monies without being accountable to that public was recently demonstrated at the Trail Regional Hospital.

On the eve of a calamitous strike situation, the Hospital Board stubbornly and adamantly refused to meet with the elected Representatives of their work force.

The Hospital Board had decided they would sooner have their employees go on strike than meet them at the Bargaining Table.

Only the exercise of restraint and responsibility on the part of the Union and its Members stands between the hospital's patients and a strike.

The actions of the Trail Hospital Board, or at least some of its Members, indicates they do not feel they have to accept the obligation and responsibilities imposed on Employers.

It is obvious they are no longer sensitive to the need of the patient they serve, or the employees they direct.

It is also obvious that the failure of the Trail Hospital Board to respond to the needs of their community hospital cannot continue unnoticed and uncorrected.

Election to Hospital Boards should replace appointments.

Doors must be opened and the affairs of the hospital available to community scrutiny.

Public wrongs must cease. The taxpaying public should be made aware of the issues between the hospital and its employees by making the press privy to Bargaining Sessions between the Union and the Hospitals.

STRIKE PROVOKED

(Continued from Page 1)

the Union finally had a means of processing the dispute.

The Union has, once again, the legal right to require the Employer to sit down at the Bargaining Table or to go on strike if joint talks are not successful.

Trail Hospital Representatives refused, point-blank, to meet with the Union — they claimed they were advised by the B.C.H.A. not to meet.

Strike Vote Backed

The Union conducted a secret ballot vote and the Trail Membership voted unanimously to go on strike to back up their insistence the Agreement be signed.

72-hour Strike Notice was served on the Hospital on May 26th; the Hospital still refused to meet.

The B.C.H.A., however, held an urgent meeting on May 28th and sent rush telegrams to its Hospital Members advising them to sign the Collective Agreements and send them to the Union. More than 45 signed Agreements were received by the Union in the following week.

Strike Deferred

Reciprocating the acts of the B.C.H.A., the Hospital Employees' Union agreed to defer the strike at the Trail Hospital providing a face-to-face meeting of the Trail Hospital Representatives and the Union took place. The Union proposed, also, that if such a meeting was unsuccessful in resolving the differences, then the dispute should be referred to Mr. D. R. Blair as Arbiter.

On June 9th, the majority of Kootenay Hospital Administrators met in Nelson with Representatives of the Union.

No common ground was found to resolve the dispute — the Hospitals would not agree to continue the inclusive shift clauses. The Union's proposal to have D. R. Blair act as Arbiter was turned down by the B.C.H.A. who also refused to name a substitute Arbiter.

The Union would not agree to give up its right to strike by allowing the dispute to be referred to the arbitration of a Board with an unnamed Chairman.

By refusing to advance the name of an Arbiter who can meet the requirements of mutual agreement, the Hospitals have chosen to play Russian Roulette with the welfare of their patients and employees.

CRESTON VALLEY

ON DUTY

After working under an "Inclusive Shift" arrangement for more than 14 years, Members of the Hospital Employees' Union were advised on February 1st, 1971, that the Creston Valley Hospital would no longer observe "Inclusive Shifts."

Employees were advised, in a Notice directed to all Licenced Practical Nurses that "commencing immediately, the employees concerned will remain on the job for 7½ hours plus ½ hour for a meal break."

There is insufficient staff on Afternoon and Night Shifts to set up regular Lunch and Rest Breaks.

The Hospital is well aware that for years past and even today, four months since the Inclusive Shifts were wrongfully discontinued, that Practical Nurses on Afternoon and Night Shifts must respond to the needs of the patient.

The Hospital is deliberately ignoring the long-standing custom of all Nursing Personnel, R.N.s and Practical Nurses alike, to "catch a bite on the fly" rather than establish set periods for Lunch and Rest Breaks.

The Creston Valley Hospital is taking advantage of the dedication to patient care shown by the Hospital's Nursing Personnel.

Provincial Statute requires all employers to guarantee set times off-duty for their employees. The Union Contract requires Night and Afternoon Shift employees to work an Inclusive Shift. You'd think the Hospital would at least give token recognition to the Statutory and contractual requirements expected of them.

HISTORY of INCLUSIVE SHIFTS

Hospital Employees differ from other workers. They must respond to the needs of the patient, and this often means they are either called away or miss their Meal and Rest Periods altogether.

In recognition of this Hospital need, and as a concession to Personnel who are scheduled to work throughout all 7 days of the week, and on around-the-clock rotations, a work shift including the Lunch Period was agreed upon between the Hospital and its employees. These shifts are known as "Inclusive Shifts."

The "Inclusive Shift" Clauses were never negotiated out of the Contract, but because of a negotiated reduction in the Hours of Work, many Hospitals are refusing to honour the long-standing Inclusive Shift Arrangement.

The following Chart indicates that Inclusive Shifts have been in effect in some Kootenay Hospitals for more than 14 years.

1956	Rossland	—Inclusive Shift for All Employees except Steady Day Shift.
	Trail	—Inclusive Shift for All Employees except Steady Day Shift.
1957	Creston	—Inclusive Shift for Employees on All Shifts.
	Kimberley	—Inclusive Shift for "On-Call" Employees.
1964	Golden	—Inclusive Shift for Employees on All Shifts.
1966	Regional Contract: All Hospitals	—Standard Inclusive Shift for All Employees on Afternoon and Night Shifts.



Concerned Members of the Creston Unit pay close attention to the report that strike action may be required to resolve their contractual problems because of the refusal of Hospitals to co-operate in the

selection of an Arbiter. Giving the report is Kootenay Regional Staff Representative Henry Perkin (inset).

Girls Continue To Picket

STRIKE IN POWELL RIVER CONTINUES

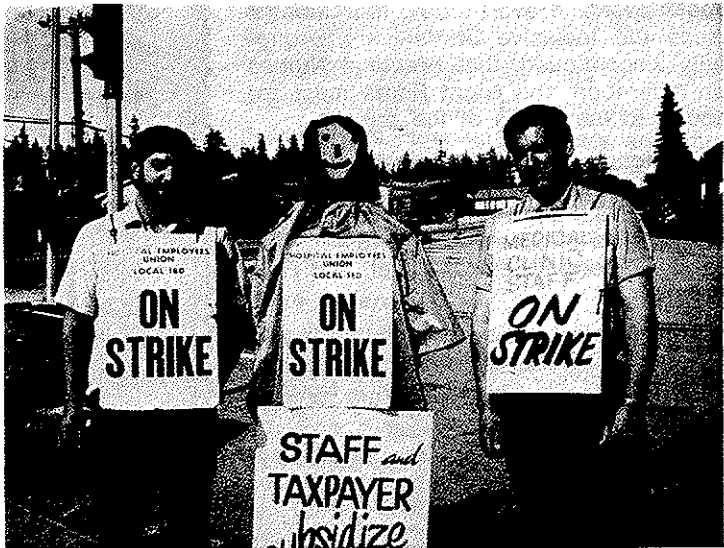
As the strike in Powell River enters its eighth week, there is no sign of a break in the strike and a resumption of bargaining.

STRIKE FUND CHEQUES RECEIVED TO MAY 31, 1971

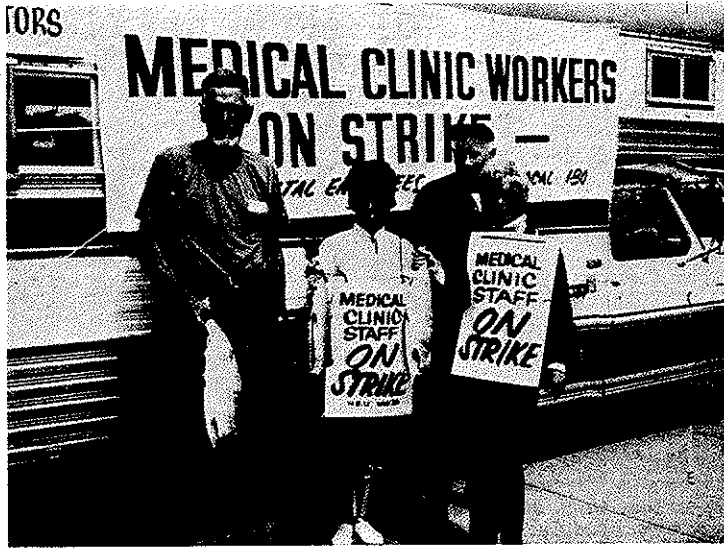
1. Trail	\$ 50.00
2. Surrey	100.00
3. Richmond	70.00
4. Anne Bjornson (Door Prize)	5.00
5. Terrace	25.00
6. I. Laundry	22.00
7. Gordon Williams	10.00
8. Vancouver General Hospital	200.00
9. Royal Columbian Hospital	75.00
10. Sechelt	70.00
11. Summerland	25.00
12. Cecelia McInnes, Kamloops	30.00
13. Queen Alexandra Solarium	25.00
14. Mount St. Mary	50.00
15. Chemainus	10.00
16. Burnaby	50.00
17. Duncan	50.00
18. Mission	25.00
19. Salmon Arm	10.00
20. St. Mary's, New Westminster	50.00
21. Maple Ridge	75.00
22. Rossland	50.00
23. Port Alberni	25.00
24. Dawson Creek	100.00
25. White Rock	168.00
26. Fernie	25.00
27. Nelson	25.00
28. Williams Lake	50.00
29. Oliver	37.00
30. St. Mary's Priory	35.00
31. Ladysmith	35.00
32. St. Joseph's, Victoria	10.00
33. Grace Hospital, Vancouver (Door Prize)	3.00
TOTAL	\$1,590.00

To date, the picketing has continued on a seven-day 24-hour basis and the girls have maintained a constant vigil around the Westview Medical Clinic in the Municipality of Powell River. Their spirits continue to remain high, largely as a result of the strong public support they have received from the townspeople of Powell River. A number of local unions have also set up schedules of pickets in order to indicate their support for the girls on strike.

To the left is a list of the donations that have been made to the strike fund as of May 31st. These moneys have been used to supplement the basic strike pay of \$35.00 a week.



Shown here: Assisting the striking employees of the Westview Medical Clinic on the picket line are members of Local 180 from the Powell River Hospital, and members of Local 76, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; B.C. Government Employees Union members, and a member of the United Fishermen and Allied Workers Union.



What A Way To Treat Human Beings!

By VANCOUVER ALDERMAN HARRY RANKIN

Rest Home Patients Threatened

Welfare patients in privately owned rest homes are threatened with eviction. The owners of these homes, who operate them strictly for profit, want \$225 a month from the government for each patient. Rehabilitation minister Phil Gaglardi is willing to pay only \$150 to \$174. In the meantime, these sick old people who haven't a penny to their names nor anyone to come to their defence, are talked about as if they were so many unwanted bags of potatoes, grudgingly being stored (at a price) until nature takes its inevitable toll.

What a way to treat human beings! These elderly folk worked hard all their lives. They made their contribution to the wealth of B.C. and Canada by honest hard work not by land speculation or government contracts. They raised families. Now sick, old and unwanted, they have to worry about being thrown out on the street. Is this how they are to celebrate our centennial year?

Profits Before Patients

The whole system of farming out these poor old people by placing them in penny-pinching privately owned institutions is wrong in principle. No trained or adequate staff is or can be provided by private operators who run their rest homes for profit. Nor can these old people be supplied with

the diet they need when the whole object of the rest home is to cut expenses to the bone so as to increase profits. There is no guarantee that even if monthly grants were increased to \$225, the patients would benefit — it could all go into the operators' pockets.

Government Shirks Responsibility

Rest homes for welfare patients and chronically ill elderly citizens should all be government owned and operated. They should be properly equipped and staffed to provide a high level of care and service to those who haven't the means to take care of themselves. This is a responsibility of society and of government and we shouldn't allow heartless politicians to shirk their duty.

And how much longer will the people of B.C. tolerate the spectacle of a cabinet minister (who incidentally has done very well for himself) preaching "do unto others as you would have others do unto you" from the pulpit on Sundays, and then spending the rest of the week devising ways and means of cutting aid to the unemployed, the sick and the poor?

There is no reason in the wide world for not having our elderly chronic care people looked after by a comprehensive program under the British Columbia Hospital Insurance Service. No other approach is adequate to deal with this problem.

THE SAME OLD STORY

Every time the hospital worker makes a little gain at the Bargaining Table, increased taxes, spiralling food costs, and the general over-all inflationary processes eat up his small gains, leaving him in a worse position than when he started.

The hospital worker is employed in the fastest growing and most rapidly changing industry in the Province.

Almost daily, greater demands are being made on his skills and abilities.

Unlike many workers, hospital personnel are forever being required to learn new techniques and new procedures.

The patient is becoming more aware of medical advances and they, too, are becoming more demanding.

As workers in the hospital industry, we are managing, through hard work and study, to keep abreast in every area of the changing facets in the industry; every area, that is, with the exception of the number of dollars we take home each month. "It is the Same Old Story."

We are continually in the unhappy position where the only time John Q. Public is aware of our existence is when he becomes ill. Then, miraculously, we are accepted among the most important people in his life. In most cases the hospital and its staff are forgotten the moment good health returns.

He realizes though, that we will be available to him, should he require our services in the future.

During his stay in hospital he agrees that ours is an almost impossible task, and one that very few people could tolerate.

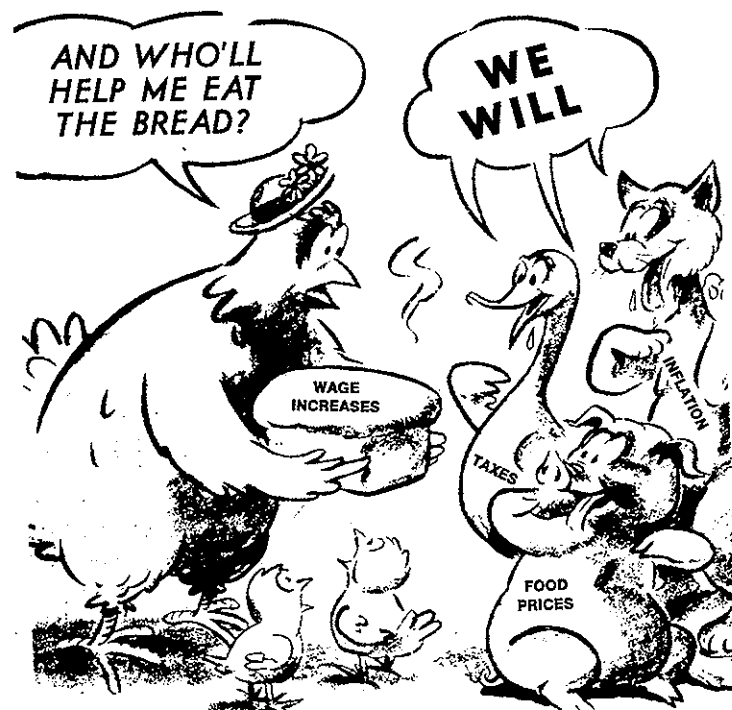
We are able to obtain all of the admiration we require for our dedication, but, it seems, never the money.

"It's the Same Old Story."

In the Fall of this year, we go to the Bargaining Table once again to improve the conditions under which we work and the livelihood that our families will experience in the year to come.

Other workers in the Community have already negotiated their wage settlements for the forthcoming year.

We are not unaware that Vancouver Policemen will be receiving wage increases of \$125 per month in two stages over a one-year Contract; nor have the other settlements such as: B.C. Telephone's 40c across-the-board effective January 1st, 1971, and 50c effective January 1st, 1972, for plant and operating employees; the Painters' 55c-59c per hour increases; the Sheet Metal Workers' 62c per hour increase; and the Retail Clerks' 21% increase over two years; gone by unnoticed.



Before Wage Policy Conference Contract Analysis Seminars To Be Completed

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

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

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

Before meaningful contract language bargaining demands can be formulated and concluded, key Unit Officers, Unit Shop Stewards and Unit Members must have a full knowledge of the current collective agreement.



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



Seems to me . . .



Does it really mean that? . . .



I never thought of it that way . . .



I saw it in here somewhere . . .



Now I know what to say . . .



I better think about this one . . .

MEMORIAL SOCIETY OF B.C.**A STORY OF SUCCESS**

By JEAN MOHART

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

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

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

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

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

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

lifted from the shoulders of sorrowing friends and relatives.

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

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

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

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

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

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

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

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

GUEST EDITORIAL

We Know What It Means Now

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

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

WHO WANTS TO STRIKE?

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

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

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

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

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

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

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

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

—Reprinted from "The Outsider,"

Provincial President Challenges Prejudice

Women Have a Role in Trade Unions

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

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

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

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

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

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

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

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

Vancouver Island Conference

Delegates Determine Direction

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

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

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

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

INVENTORY TAKEN

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

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

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

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

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

ADMINISTRATION REVIEWED

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



PICKET LINE PROFESSIONALS

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

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

EXECUTIVE REPORT

By W. D. BLACK, *Provincial President*

At the Sixth Biennial Convention of Local 180, a resolution was endorsed providing that a Summary of Non-Confidential Business of Provincial Executive Meetings be sent to each Unit Secretary.

To avoid duplication of effort on the part of your Provincial Office Staff and yet ensure that the activities of your Provincial Executive are being communicated to the membership, a Summary of Executive Activity will be published in each issue of *The Guardian*.

PARA-MEDICAL PERSONNEL

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

EQUAL PAY FOR EQUAL WORK

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

C.U.P.E. AFFILIATION STATUS

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

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

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

PROSECUTION OF ROYAL JUBILEE HOSPITAL

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

STRIKE AT WESTVIEW CLINIC

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

PROVINCIAL EXECUTIVE MEETING

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

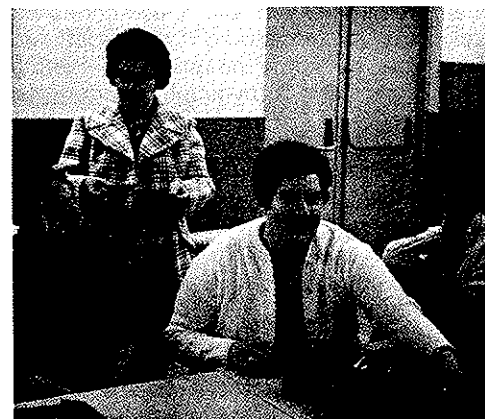
Some of the Women Taking An Active Role In Their Union



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



Irene Jackson (Richmond) reports to meeting . . .



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

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



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

A MATTER OF CONSCIENCE

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

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

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

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

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

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

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

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

Here is a grim picture of existence, not living!

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

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

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

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

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

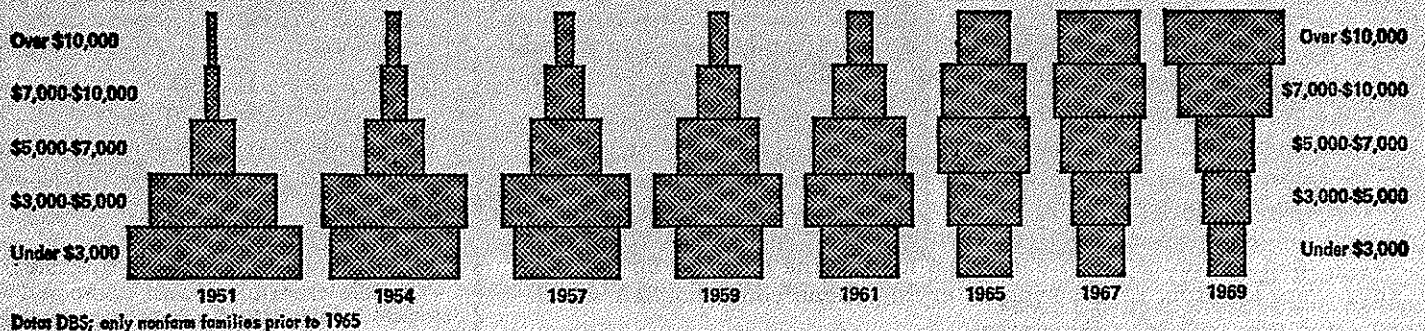
To this end, the Hospital Employees Union has made available the equipment, the clerical assistance and the help of its provincial organization to any organized pensioners' group. It encourages all of its units to do the same at their community level.

Canada's income pyramid has been turned upside down

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

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

Percentage distribution of Canadian families



LABOUR'S NOTEBOOK

THE MOST BEAUTIFUL THING IN THE WORLD

"... to rise or fall together"

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

He rose, began speaking slowly.

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

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

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

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

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

All men are brothers. If only they knew it.

AN ECHO OF THE DARK AGES

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

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

EXPERIENCE

Experience is the club with which an elder generation beats the young — but no one can truly say what happened, and why the experience of the outgoing elders is less relevant than they may care to think. What may assert itself as the wisdom born of sad experience may only be the elders seeking to redeem the shame or folly of their own youth in wholly distinct or appropriate circumstances — to the cost of the young.

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.