

1969 November

# THE ONTARIO BRANCH



CANADIAN INSTITUTE OF PUBLIC HEALTH INSPECTORS

## NEWSLETTER



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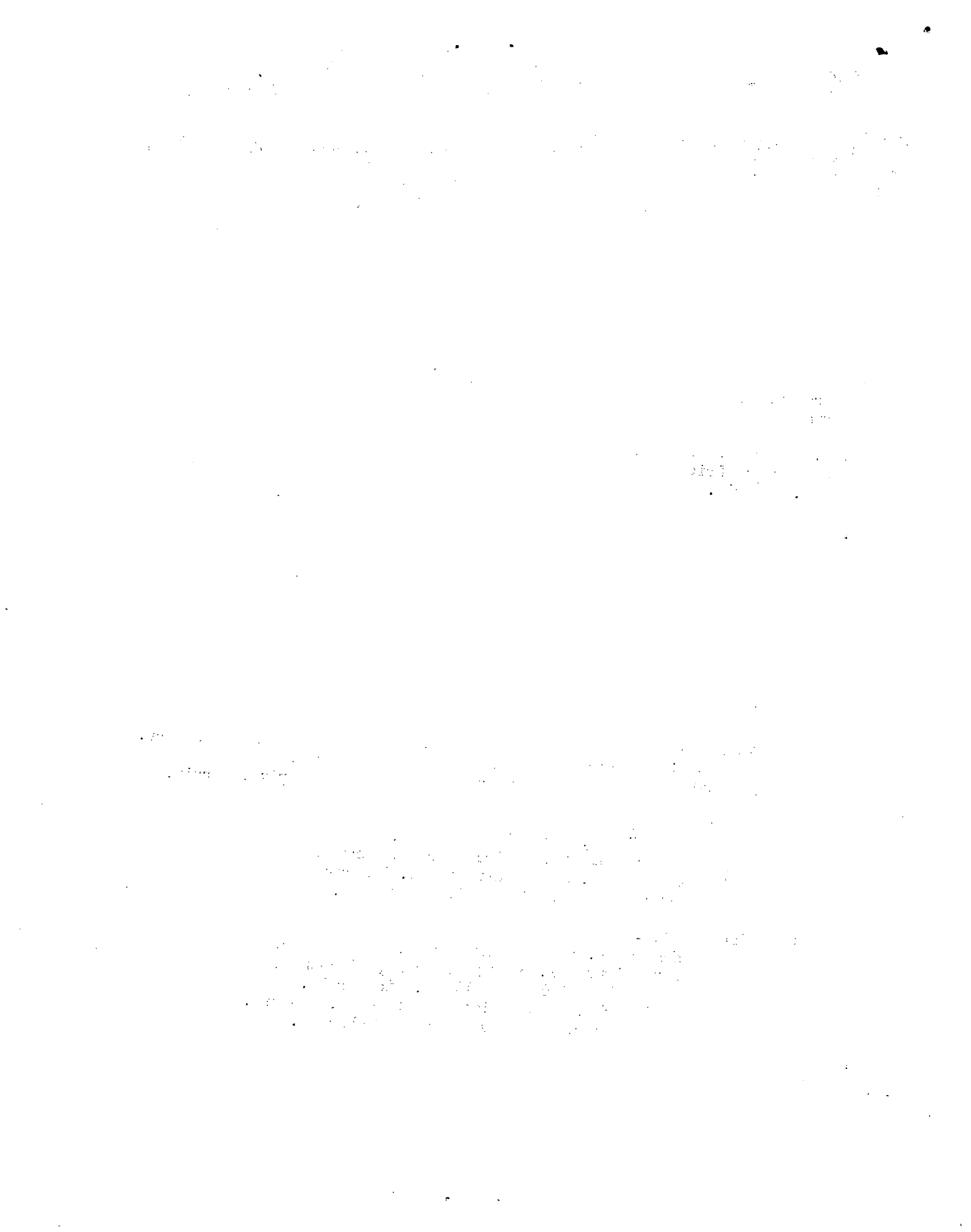
G. E. Anderson, C.P.H.I.(C),  
2062 Clarence Drive,  
SARNIA, Ontario.

*L. A. Lychevayd, C.P.H.I.(C),  
8 Martinview Court,  
Islington, Ontario*

IMMEDIATE PAST PRESIDENT - James Sandul, 564 Danforth Avenue, Sudbury.  
PRESIDENT - Bill Straughan, 214 Napier Street, Barrie.  
SECRETARY-TREASURER - Gordon Anderson, 2062 Clarence Drive, Sarnia.

COUNCILLORS 1969-1971 -  
Stan Cowan, 665 Oriole Parkway, Toronto 12.  
Roger Paquette, 9 Birch Street, Garson, Ontario.  
James Watt, 496 Esther Street, Pembroke.  
Charles Young, 23 B Manitou Crescent, Amherstview, Ontario.

COUNCILLORS 1969-1970 -  
Ken Adams, 50 McKibbin Street, Port Arthur.  
Dave Birnstihl, 51 Gay Crescent, Kitchener.  
Ray Gibbon, 291 Prado Place, Windsor 16.  
Bill Hogle, 17 Adelaide Street South, Lindsay.  
Ken Spencer, 15 Odessa Avenue, Etobicoke.



PRESIDENT'S MESSAGE

November 1969

Congratulations to Jack Chester and his staff on a most successful Ontario Branch Conference. The speakers, business meetings and fellowship could not have been better.

Throughout the past year President Jim Sandul was confronted with a number of emergencies which required immediate decisions. These were handled most capably to the satisfaction of all. The manner in which committees function is a good indication of the calibre of a President, and it was obvious every committee was most active during the entire term. Jim is to be congratulated on a most successful year.

My wife and I accepted an invitation to attend the President's reception and dinner for the O.P.H.A., held at the King Edward Hotel, Toronto, and were honored to sit at the head table. It was a most enjoyable evening, with many Public Health Inspectors in attendance.

This year we are entering a new phase with the beginning of a two-year term for the President and four of the Councillors. The five additional Councillors will hold office for one year. The office of Secretary-Treasurer may be held for an indefinite period of time, providing that the Secretary-Treasurer shall efficiently serve in his office to the satisfaction of the majority of the Branch Committee members (with Gord Anderson holding this office I can assure it could not be in more capable hands).

Your Branch Committee will be very busy in the forthcoming year working on your behalf. Will you be doing your share as a member? You can, by:

- (1) Encouraging non members to join their Institute.
- (2) Becoming more involved in Institute business at area meetings.
- (3) Voicing your opinion through the Newsletter or by writing any member of the Committee.

Our aim is 100% membership, so let's keep the ball rolling. The stronger we are, the more we can do for Public Health Inspectors throughout the Province.

W. Straughan, C.P.H.I.(C),  
President - Ontario Branch,  
Canadian Institute of Public Health Inspectors.

IN THIS ISSUE:

- |                                    |   |
|------------------------------------|---|
| -President's Message               | -30th Annual Meeting Minutes            |
| -Minutes of Sept. 23, 1969 Meeting | -Minutes of Sept. 26, 1969 Meeting      |
| -Keynote Address-Dr. G.K. Martin   | -Minutes of Nov. 1, 1969 Meeting        |
| -Employment Opportunities          | -Questionnaire Re Collective Bargaining |

PLEASE NOTE: The new address for the Ottawa-Carleton Regional Area Health Unit is 1827 Woodward Drive, Ottawa 5. Telephone 729-6143, Area Code 613.

A meeting of the Ontario Branch Committee, Canadian Institute of Public Health Inspectors was held in Room 1186, Holiday Inn, Scarborough on September 23, 1969, commencing at 7:30 P.M. with the President, J. Sandul, in the chair.

PRESENT: W. Straughan, C. Young, W. Grobelny, W. MacDonald, L. Lychowyd, K. Spencer, J. Sandul, R. Paquette and G. Anderson.

Moved by K. Spencer, seconded by L. Lychowyd, that the minutes of May 3, 1969 be approved as circularized. CARRIED.

BUSINESS ARISING FROM MINUTES: There was discussion on the 1968 Conference resolutions, to which suitable replies will be available to the 1969 Annual Business Meeting.

CORRESPONDENCE: A number of the more pertinent items on file were read for the information of the Committee. Moved by L. Lychowyd, seconded by W. Grobelny, that a Committee consisting of W. Straughan, C. Young and W. MacDonald be authorized to draw up suitable information re P.H.I. job description, etc. as requested of us by the Ontario Health Unit's Association. CARRIED.

The Secretary was instructed to secure a duplicate certificate for J.M. Code.

Moved by L. Lychowyd, seconded by W. Straughan, that this Branch Committee concur with the action of President J. Sandul in recommending that Dave Plummer resign from the Institute.

At this point "Luke" Crawford, Chief Public Health Inspector with the Muskoka and District Health Unit was invited to brief the Committee on a variety of unusual problems that have developed in his area. Pending more detailed information, the Branch Committee took no action at this time, noting that this situation could be considered fragmentation at it's worst.

SECRETARY'S REPORT: A total of 353 items have been mailed out since the 1st meeting, including the ballots, with 115 items received. All correspondence is on file. Moved that this report be accepted, seconded by R. Paquette. CARRIED.

TREASURER'S REPORT: From April 30, 1969 to September 23, 1969.

Balance on hand April 30, 1969		
In-Service Training Course	\$ 3,064.49	
General Fund (Overdraft)	<u>50.93</u>	\$ 3,013.56
Receipts to September 23, 1969		
General:		
64 Memberships 1969 @ 12.00	\$ 768.00	
1 re-instatement @ 24.00	24.00	
2 re-instatements @ 22.00	44.00	
1 part payment @ 12.00	12.00	
15 new applications @ 12.00	180.00	
1968 Conference receipts adj.	120.10	
Exchange on cheques	<u>1.30</u>	\$ 1,149.90
In-Service Training Course:		
Registration Receipts		<u>\$ 550.00</u>
TOTAL CREDITS		\$ 4,713.46

Expenses to September 23, 1969.

General:

Executive Meetings (Guelph & Toronto)

Walker House Hotel	\$ 27.00	
J. Watt	86.60	
G. Anderson	20.00	
W. MacDonald	5.00	
W. Straughan	7.50	
C. Young	60.55	
A.S. Hester	56.00	
J. Sandul	42.00	
R. Paquette	25.00	\$ 329.65

C.I.P.H.I. (National)	90.00	
President's Expense (Incl. Vancouver Conference)	534.09	
Secretary's Expense	26.71	
Treasurer's Expense	33.14	
Newsletter	75.00	
Area 6 Cheque	10.00	
Audit Charges	25.00	
Bank Charges	6.90	\$ 1,130.49

In-Service Training Course Expenses 2,740.06

TOTAL EXPENSES \$ 3,870.55

Balance on Hand September 23, 1969		842.91
In-Service Training Course	\$ 874.43	
General Fund (Overdraft)	<u>31.52</u>	
	\$ 842.91	

Moved by R. Paquette, seconded by K. Spencer, that this report be received. CARRIED.

MEMBERSHIP REPORT: Moved by R. Paquette, seconded by W. Grobelny, that this report be accepted including the approval of new member applications. CARRIED.

Moved by R. Paquette, seconded by W. MacDonald, that a further four members be reinstated. CARRIED.

IN-SERVICE TRAINING COURSE REPORT: September 23, 1969.

In-Service Training Course	"A"	"B"
Attendance	62	34
Receipts	\$ 1,860.00	\$ 1,360.00

FINANCIAL REPORT

Balance as of October 1st, 1968 \$ 590.33

Receipts

March 1969	\$ 1,630.45
April 1969	1,250.00
May 1969	320.00
June 1969	<u>230.00</u>

Total Receipts \$ 3,430.45

Expenditures:

October 1968	\$ 62.01
November 1968	37.97
December 1968	35.50
January 1969	49.61
March 1969	178.64
April 1969	42.56
May 1969	157.55
June 1969	315.51
July 1969	1,887.00
August 1969	<u>380.00</u>

Total Expenses \$ 3,146.35

Total Profit (1969) \$ 284.10

Balance as of August 31, 1969 874.43

Itemized Statement of Expenses to August 31, 1969

<u>Date</u>	<u>Cheque No.</u>	<u>Item</u>	<u>Amount</u>
Oct. 2/68	68-96	L. Dodgson	\$ 11.25
	68-97	Office Auxilliary	50.76
Nov. 8/68	68-117	Office Auxilliary	37.97
Dec. 19/68	68-123	L. Dodgson (meeting)	12.25
	68-124	A.S. Hester (meeting)	23.25
Jan. 30/69	69-15	L. Dodgson (meeting)	24.05
	69-16	L. Dodgson (petty cash)	25.56
Mar. 13/69	69-29	L. Dodgson (sect'y & mail out)	64.21
	69-30	Office Auxilliary	39.10
Mar. 17/69	69-31	B-H Press	62.04
Mar. 27/69	69-34	Office Auxilliary	13.29
Apr. 16/69	69-36	Office Auxilliary	42.56
May 1/69	69-39	L. Seguin (registration refund)	30.00
May 13/69	69-51	Versa Food Services	59.40
	69-52	B-H Press	68.15
June 2/69	69-54	L. Dodgson	97.66
	69-55	B.H. Young (registration refund)	40.00
	69-56	Kingson-Frontenac-Addington H.U. (registration refund)	40.00
June 23/69	69-60	B-H Press	21.99
	69-61	B-H Press	46.68
	69-62	Office Auxilliary	9.18
	69-63	Porcupine H.U. (registration refund)	30.00
	69-64	Grey-Owen Sound H.U. (registration refund)	30.00
July 16/69	69-68	Ryerson Polytechnical Institute	1,887.00
Aug. 1/69	69-69	Receiver General (registration refund)	40.00
Aug. 26/69	69-71	10 cheques to Guelph	
	through to)	Professors	340.00
	69-80 )		
		Total	<u>\$ 3,146.35</u>

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Aug. 26/69	69-71	) 10 cheques to Guelph	
	through to)	Professors	<u>340.00</u>
	69-80	)	
		Total	<u>\$ 3,146.35</u>

Recommendations:

1. That a member of the In-Service Training Course Committee be delegated to collect all course papers.
2. That more laboratory work be provided, rather than just classroom lectures.
3. That the present 2 - 1 week courses be continued and that the 2nd one week course not be more than two weeks after the first course.
4. That fees remain the same as this year providing that the Ontario Department of Health publishes our book of course papers.

Finally, I wish to thank Lloyd Dodgson, Stan Cowan, Sid Hester, Wally MacDonald, Dr. Barr and Dr. Myhr in arranging our two courses.

Respectfully submitted.

L. Lychowyd, C.P.H.I.(C),  
Chairman, In-Service Training Course.

Moved by L. Lychowyd, seconded by C. Young, that this report be received for presentation to the Annual Meeting. CARRIED.

NEWSLETTER REPORT: A total of 506 Newsletters were sent out to all known Public Health Inspectors in Ontario and to most Medical Officers of Health. A few M.O.H.'s had to be missed as there were insufficient copies.

Moved by G. E. Anderson, seconded by L. Lychowyd, that this report be accepted, including the following expenses - Newsletter \$ 67.30, Secretary \$ 45.99 to a total of \$ 113.39, less advance of \$ 75.00 for a requested balance of \$ 38.39. CARRIED.

It should be noted that the Branch's Gestetner machine has seen better days, and may have to be relegated to use by the Secretary-Treasurer, which an electrically operated unit being made available to the Newsletter Editor, whose volume of copies is much greater.

NEW BUSINESS: Moved by G.E. Anderson, seconded by C. Young, that Messrs. Lychowyd, MacDonald and Crawford act as scrutineers for this Conference. CARRIED.

Moved by K. Spencer, seconded by W. Grobelny, that T. Elliott and G. Powell act as the Resolutions Committee for this Conference. CARRIED.

Moved by L. Lychowyd, seconded by W. MacDonald, that the expenses of this meeting be paid. CARRIED.

Moved by K. Spencer that the Canadian Institute of Public Health Inspectors, Ontario Branch, determine a fee for their services for commercial sanitation audit work. Not receiving a seconder, no motion was accepted for discussion.

The President Elect, W. Straughan, requested that the newly elected Branch Committee be asked to meet briefly after the Conference is adjourned in the President's Suite No. 1186.

Moved by R. Paquette, seconded by W. Grobelny, that this meeting be adjourned at 10:49 P.M. CARRIED.

KEYNOTE ADDRESS BY DR. G. K. MARTIN TO THE 30TH ANNUAL ONTARIO BRANCH CONFERENCE  
CANADIAN INSTITUTE OF PUBLIC HEALTH INSPECTORS - SEPTEMBER 24, 1969

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It is a pleasure to be invited to a group such as your own and this pleasure is increased by the fact that you have invited me back after a similar address only two years ago. At that time you may recall that I spoke to you on the subject of the future of the Public Health Inspector in our Ontario scene, and I presented to you a position paper regarding plans of the Ontario Department of Health which were then in their early stage of development following the re-organization in June of 1966 of the Public Health activities within the Department. One of the points covered was a detailed outline of the four-phase programme of changes in the administration of Local Health Services culminating in the development of district health units. Today I propose to spend much of the time allotted to this keynote address in presenting to you a progress report covering the period since I last spoke to you.

I note that your present conference theme is that of "Communication". May I compliment you on this choice of topic. I believe that none other can be as timely. Many of our present problems relate directly to our ability or inability to communicate with our colleagues in the Public Health field; with the ultimate consumer; and with other groups similar to our own providing service to the public. Let us not exclude from our thought the absolute necessity to communicate successfully with those charged with responsibility at the local political scene. Undoubtedly, much of the unrest now existing between our department and local official health agencies results from our inability to communicate one with the other. However, I have no intention of competing with or over-lapping with the experts who will present to you papers on this subject of communication.

Returning to the occasion at which I met with you two years ago, you will recall that at that particular point in time, the Public Health Division with its four branches was a little more than a year old; the appointment of Dr. E.W.R. Best as Director of the Local Health Services Branch had just been announced; the Senior Consultant and his Regional Consultant in Public Health Inspection had only arrived on the scene a matter of some six months previously; the formation of District Health Units was still in the future; many areas of the province were still receiving Public Health Services through Local Boards of Health employing part time medical officer of health and, in many cases, no qualified staff in the field of Environmental Health; the role of the Provincial Health Department in programme development was only just appearing.

Now two years later a number of changes have occurred. With regard to administration of Local Health Services, District Health Units now have an established place in the province as the basic organizational entity. Of the 29 District Health Units envisaged in the legislation which became effective January 1, 1968, 20 are now in full operation. In addition, four areas in which the majority of municipalities and population have been in favour of a District Health Unit have combined to form nucleus District Health Units. Five of the proposed District Health Units have yet to be developed. Presenting the figures in this way suggests that the task of establishing these new entities is almost completed. This is not the case. You will recall that the object of the exercise was to consolidate the 52 full time agencies and the over 100 part time agencies into the 29 District Health Units. At the present time the number of official Local Health Agencies remains at 44, which means that 15 of these must be combined into existing or new Health Units before the task is completed. You will recall, when I spoke to you before, I indicated that in my opinion the development of District Health Units would allow for a brighter future for Public Health Inspectors in this province, particularly with

regard to opportunities for career development. You alone will know whether this prediction has had any basis in truth up to the present time. It may, of course, be too early to make any such judgement in many parts of the Province.

What of the future of administration of Local Health Services? It appears obvious to me that we cannot expect all areas to move into District Health Units on a purely voluntary basis with its present monetary inducement, and to accomplish this objective which was set by the Department in 1967, will require compulsory legislation. Whether this will occur either alone or as a part of Regional Government legislation, remains anyone's guess. The present situation with the County School Boards established on a compulsory basis may alter thinking in the field of Health Services.

The other possible change in Public Health Administration is, of course, the development of a Provincial Public Health Service. As we are all aware, Ontario and Alberta are the only provinces in which Local Public Health Services are not a responsibility of the Provincial Health Department, although large urban populations in these provinces are excluded from the Provincial Service and operate under Local Boards of Health as is the case in Ontario. Much discussion and conjecture with regard to the pros and cons of Provincial versus Local responsibility has gone on for many years, being of particular concern over the past ten years. In the opinion of many of us, the establishment of centralized control remains contrary to the historical concepts of the role of the first and second tier, that is, Local and County Governments in this province. While I am becoming much more cautious with respect to guesstimates of possible change in policy, I am personally of the opinion that Provincial take over is, at the present moment, much less likely than it has been any time in the past five years.

As part of this Progress Report, I would like to make reference to the role of the Regional Consultants in Public Health Inspection. In the short course of the past two years they have proven themselves as full members of the team of Public Health generalists operating within our Local Health Services Branch, co-ordinating the consultative services available from our specialized programmes to local health agencies and acting as a direct link in the establishment and maintenance of good communications between Environmental Health Services at the local level and the Provincial Department of Health. I am also very pleased to hear of the developments that have occurred in the Regions, resulting in a greater involvement of the senior inspectors employed within the Regions. Of particular interest is the role that these groups are playing in the area of Programme development. I hope that these meetings will develop on a sound foundation; they will be vital if together we are to go forward with concepts of sound Environmental Programmes for all parts of this province.

One new development that occurred during the past six months is the transfer of certain Pollution Control Programmes from the Department of Health to the Department of Energy and Resources Management. You will recall the announcement by the Prime Minister of the phased transfer of Air Pollution Control from the Department of Health; Water Resources Programme from that Commission and the Waste Management Programme again from the Department of Health. The Air Pollution Control Service of our Department transferred the latter part of June and the transfer of the Waste Management Section of our Public Health Engineering Service took place in August. To date the transfer of the operating programme from the Water Resources Commission to the Department of Energy and Resources Management has not taken place. I presume it will do so in the near future. This transfer has, of course, raised many questions relating mainly to the Provincial rather than the Local scene but, of course, having profound repercussions at your level as well. The first obvious reaction is the assumption that this represents another phase in the erosion of programmes away from

the health sphere into other areas of influence. It also raises the question that haunts us, namely where all areas of Pollution Control will cease to have any relationship to the Health Programme.

Will the next transfer be pesticides followed by noise, private sewage and water, etc.? I would have only two observations to make at this point in time; namely that the best defense against continuing erosion is offense. If we establish a firm leadership role in the areas remaining within our jurisdiction, it will be difficult to establish a reason for transfer at some future time. A good example of this is the programme of Private Sewage Disposal. In discussion with the Department of Energy and Resources Management, it was agreed that this was an area that should remain within the jurisdiction of the Local Health Department. I believe that the job which has been done by Local Health Agencies in this field for many years has much to do with this decision and a continuing strong programme will be the best defence of our position. My second point is, that no matter where the responsibility for programme is established at the Provincial level, local residents will continue to turn to their Department of Health for the solution of pollution problems related to human health. Your development of strong liaison with the other agencies involved, will retain your position of leadership in these areas. I might also add that the Prime Minister indicated that there will continue to be responsibility for the Provincial Health Department in the areas of pollution relating to human health, and we have strengthened our staff accordingly. For example, in the field of Air Pollution, our Health Studies Service under Dr. Sandy Sutherland, was established last year and has recently added to its group, three senior people including Col. Max Fitch, well known to many of you and, who prior to his recent retirement, was the Senior Public Health Physicial in the Canadian Armed Forces. Just as your people will continue to turn to you for Environmental Health Programmes, other Departments of Government expect the Health Department to have the over-riding interest in these matters. You will note recently advertisements appeared for the position of Public Health Inspector responsible for Correctional Institutions.

It is also expected in the near future a similar appointment will be made in the Public Health Division with responsibility for Provincial Psychiatric and Mental Retardation Hospitals. Many of you are also familiar with the growing requests from public general hospitals in each of your areas for similar services. I believe we must accept these responsibilities, working out the necessary programmes in order to provide these institutions and agencies with service of a high quality. It may well be that special courses will be necessary to equip you with these skills, and I believe it is our responsibility to develop these in co-operation with Local Health Department staff.

I believe it is also necessary that we establish firm guide-lines for programmes in the field of Environmental Health that involve other agencies than ourselves, so that a clear cut division of responsibility may be set out, clearly understood by all. In many of these areas the over-riding responsibility of the Medical Officer of Health and his staff would be then accepted by other agencies. A good example of this might well be the question of water sampling in recreational areas; a question which has haunted us for many years and one for which a firm decision regarding responsibilities must be obtained or we will find other agencies declaring we have not done the job and therefore it must be taken over by them.

We also need to develop strong position papers for many programmes in the field of Environmental Health establishing province wide objectives both quantitative and qualitative. These could well be developed on the basis similar to the Task Force reports prepared in 1966 and 1967 in a number of other areas of Public Health activity.

May I refer now to an area in which I believe considerable strides have been taken since 1967; that is, the development of educational programmes. The basic two-year course is now well established and I believe the responsibility for summer field training for sponsored students is well accepted in most agencies. I might issue a note of caution at this point, namely that there are no Provincially sponsored students; if a Local Official Health Agency is not prepared to sponsor a student, there is little likelihood of their obtaining students directly from the Course.

With regard to advanced training, I am delighted to note that well over one third of all the Public Health Inspectors in this province are engaged in upgrading their qualifications. Eighty-two of you are working toward your certificate in Environmental Health Administration, twenty-four of this number obtaining credits through your own Community Colleges. This is indeed commendable. While the response to the establishment of this course on a full time basis was disappointing, I cannot be too concerned when such a high number are obtaining this training through correspondence or through extension courses. As you know, special consideration by the Department was given for Chief Inspectors or Senior Inspectors allowing them to take the full time course with all fees and full salary being approved as constituents of an operating budget; thus eligible for Provincial grant.

One other development in the past few years has been the interest shown by Community Colleges in the establishment of Public Health Inspector Training Programmes. It remains our opinion at the present time that Ryerson Polytechnical Institute can well handle the number of students necessary to fill the vacancies in Official Agency Programmes at the present time, and I feel it is much wiser to concentrate this programme in one agency rather than having its effectiveness diluted by the establishment of other training programmes across the Province.

In summary, might I indicate that while we are all very concerned with some basic problems that have developed in Ontario relating directly to the spiraling of health care costs, and while we are also concerned with many problems of organization and administration relating to both the Local and Provincial scene, I am most impressed with the greatly accelerated level of activity which is obvious at the present time, indicative of the high level of initiative on the part of Public Health Inspectors throughout the Province, and with an increasingly high degree of involvement in such important areas as education and programme development. With such a high level of activity and interest, there is no question in my mind of the viability of a strong health oriented Environmental Control Programme in this Province in which you all share such a vital role. With this level of interest and activity and with a continuing show of good faith on the part of all parties, I am convinced that, as in the past, the present problems can be overcome and the result will be a continuing strengthening of our activities relating to the betterment of the health of all people in this Province.

XXXXXXXXXXXXXXXXXXXX

#### EMPLOYMENT OPPORTUNITIES:

Qualified Public Health Inspector required for the St. Lawrence and Ottawa Valleys Health Unit. Generalized program. Salary range \$6,300 - \$7,700. Annual increment \$250. Apply to:

Dr. R.V. Peters, District Medical Officer of Health,  
St. Lawrence and Ottawa Valleys Health Unit,  
Box 1058, Cornwall, Ontario.

**PUBLIC HEALTH INSPECTOR (QUALIFIED)**. Generalized urban-rural programme, serving over 135,000 pop. Salary range \$6,500-\$8,600. Allowance for experience. 3 weeks vacation extending to 4 after 3 years. Car allowance \$40. per month, plus 7¢ per mile. Employer shared (66-2/3) pension, hospital & medical plans. Apply to H.F. Wright, Chief Public Health Inspector, 300 N. Lillie Street, Postal Station "F", Thunder Bay, Ontario.

The 30th Annual Branch Conference Business Meeting was called to order on Wednesday September 24, 1969 at the Holiday Inn, Scarborough, Ontario at 1:45 P.M. with the President, James Sandul in the Chair.

The Institute Charter and Supplementary Letters Patent were on display.

The Roll call was taken by the President. Present were: Past President, L. Lychowyd; Secretary, G. Anderson; Treasurer, R. Paquette; Councillors - W. Grobelny, W. MacDonald, K. Spencer, W. Straughan and C. Young. Recorded as absent were Councillors S. Hester and J. Watt.

Moved by G. Anderson, seconded by G. Hazelwood, that the 1968 Branch Conference minutes be accepted as circularized. CARRIED.

#### BUSINESS ARISING FROM 1968 MINUTES:

Resolution #1: Re proposed revisions to the Ontario Public Health Act. Little to report to the meeting as these revisions are still in progress and no information as to the extent of these revisions is currently known.

Resolution #2: Re auditing of Branch books on a calendar year end. This had not been carried out, as the necessary "Notice of Motion" to change the Branch By-Laws had not been rendered. This is to be carried out in 1970.

Resolution #3: Re advanced Public Health Inspector Courses and qualifications. This information has been made available to the membership through the Newsletter, with a separate mailing going to the Medical Officers of Health.

Resolution #4: Re the establishment of two year term of office for the President and Councillors. This is being phased in as of this year, with the President and four Councillors taking a two year term, five additional Councillors being elected at the 1970 Conference. Also as of this year the position of Secretary-Treasurer has been created for an indefinite period of time.

Resolution #5: Re Salaries and other related matters. In part this matter is still being concluded, in consultation with the Ontario Health Units Association.

Moved by T. Elliott, seconded by G. Wilson, that the following reports as listed in the September issue of the Newsletter be accepted. CARRIED.

President's Report

Secretary's Report

Newsletter Report

Treasurer's Report

Membership Report

Salaries and Benefits Report

Fragmentation Report

Area Meetings Report

At this point the President requested the members to rise in a minute's silent tribute to any members who had passed away during the year. Mentioned was the late William Boyd, Chief, Porcupine Health Unit who died in August.

Moved by L. Lychowyd, seconded by H. Terry, that the In-Service Training Course Report be adopted. CARRIED.

The Special Committee Report presented by C. Young provoked extended discussion. No formal action was taken at this time on this report as a number of Resolutions were expected to be brought to the floor at Friday's Closing Business Meeting.

Moved by G. Powell, seconded by C. Wallace, that the signing Officers at the Royal Bank of Canada, Main Branch Sarnia, be W. Straughan and G. Anderson. CARRIED.

Moved by G. Anderson, seconded by W. Straughan, that this Annual Branch Business Meeting stand adjourned until 9:00 A.M. Friday, September 26, 1969. CARRIED.

~~XXXXXXXXXXXXXXXXXXXXXXXXXXXX~~

The Annual Branch Business Meeting reconvened on Friday September 26, 1969, with the President, J. Sandul, calling order at 9:37 A.M.

Resolution #1: Be it resolved that the Branch extend to the local Conference Committee and the Board of Health their appreciation for the facilities and Programme provided for this Conference.

Moved by G. Powell, seconded by B. Cunningham, that this resolution be accepted. CARRIED UNANIMOUSLY.

Resolution #2: Be it resolved that a letter go to the Medical Officer of Health of Scarborough thanking him for his personal participation, and for permitting his staff to prepare the Annual Conference.

Moved by G. Powell, seconded by W. Robinson, that this resolution be accepted. CARRIED UNANIMOUSLY.

Resolution #3: Be it resolved that the Directors investigate the suggestion of Mayor Campbell regarding participation in the Ontario Municipal Association.

Moved by G. Powell, seconded by H. Waters, that this resolution be accepted. CARRIED.

Resolution #4: This resolution was submitted requesting the Ontario Branch to affiliate with the Ontario Public Health Association. The Resolutions Committee pointed out that this has been done and a Public Health Inspector's Section exists in the O.P.H.A. to which any of our members may belong. The generalities of this resolution were discussed by the Meeting. The following resolution was then presented.

WHEREAS Health Inspectors in Toronto and London, etc. are presently represented by the Canadian Union of Public Employees and wish this affiliation continued and

WHEREAS the Civil Servants Association of Ontario represents Government employees only and would overlap or conflict with present affiliations. Believing we must have effective representation at Queen's Park to protect the Health Inspector's position across Ontario. Recently the Medical Officers of Health formed their own Association, The Public Health Nurses have their Registered Nurses Association, and we being the third largest group have our Institute.

The Doctors and Nurses use the O.P.H.A. as an effective voice at Queen's Park. Health Inspectors have a place in O.P.H.A. too. Our Institute should use this organization, which also grants our Certificate in Public Health Inspection (Canada) as an instrument to further our cause. Until such time as we grant our own Certificate and control our own destiny, this will continue.

Therefore, be it resolved that the Canadian Institute of Public Health Inspectors, Ontario Branch, endeavor to obtain 100% membership and unite the membership with all other Public Health groups in the O.P.H.A. to further our common cause by such affiliation.

Moved by J. Pollack, seconded by H. Beatty, that this resolution be accepted.

While the intent of this Resolution was understood by the meeting, there were many diverse expressions of opinion, and questions posed that appeared to dispute some of the facts as stated.

It was, therefore, moved by J. Pollack, seconded by H. Beatty, that this Resolution be withdrawn. CARRIED.

Resolution #5: Whereas Public Health Inspectors have 1: Wide variation in salaries for equal job responsibilities; 2: The advantages of bargaining agencies should be outlined, along with disadvantages to members of Health Agencies of all the types of bargaining agencies; 3: that experiences of Health Agencies now using certified bargaining agents be made known to members,

Therefore, be it resolved that a complete study of all the possibilities of providing bargaining be made known to all Inspectors. The entire membership be given voice via written ballot, prior to steps being taken for certification of a bargaining agent by the Ontario Branch, Canadian Institute of Public Health Inspectors and that the Executive have power to deal with the decision of the membership and follow the majority decision.

Moved by G. Powell, seconded by D. Birnstihl, that this resolution be accepted. CARRIED.

The Public Relations Report was then presented by the Chairman, K. Spencer. This report was incomplete and will be given at a later date.

At this point the Scrutineers were requested to announce the successful candidates for office. There were a total of 151 Ballots cast with one spoiled.

PRESIDENT - W. Straughan.

SECRETARY-TREASURER - G. Anderson.

COUNCILLORS - TWO YEAR TERM

Roger Paquette - 112  
Stan Cowan - 103  
Jim Watt - 101  
Charlie Young - 90

COUNCILLORS - ONE YEAR TERM

Ray Gibbon - 82  
Ken Spencer - 82  
Dave Birnstihl - 70  
Bill Hogle - 68  
Ken Adams - 64

) Tied

Moved by T. Elliott, seconded by L. Lychowyd, that the Ballots be destroyed and the name of the runner up for Councillor position be retained by the Secretary-Treasurer. CARRIED.

BIDS FOR FUTURE CONFERENCES:

A letter from the Medical Officer of Health of the Sudbury and District Health Unit was read by President Sandul, extending an invitation to the Branch to hold their 1970 Conference in Sudbury. Moved by H. Terry, seconded by A. Ruggles, that this invitation be accepted. CARRIED.

There were no bids tendered for 1971.

A letter received from C. Wallace, Chief Inspector, ~~Metro Windsor Essex County~~ H. Unit was read by the Secretary-Treasurer, inviting the Branch to Windsor in 1972. Moved by C. Wallace, seconded by L. Slomka, that this invitation be accepted. CARRIED.

T. Elliott noted that Ontario might be in line to host the National Convention in 1972, and C. Wallace indicated that Windsor would be willing to accept this extra responsibility, on behalf of the Branch.

The 1969 Conference Chairman, J. Chester, was requested to give an interim report on this year's Conference. While some items of expenditure were more than were originally forecast, there is an indication of a surplus of approximately \$ 400. A full report will be available at a later date.

Moved by A. Tomlinson, seconded by H. Terry, that a vote of sincere thanks be extended to this year's Branch Committee for their many efforts. CARRIED.

Those exhibitors who were on hand were requested to join the members, who expressed their appreciation to them for their many contributions to the success of this Conference.

The retiring Branch President, J. Sandul, then turned over the gavel of office to the new President, W. Straughan. After a few brief comments it was moved by G. Anderson, seconded by J. Sandul, that this Annual Meeting be adjourned. CARRIED.  
Time - 11:34 A.M.

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

A brief meeting of the Ontario Branch Committee, Canadian Institute of Public Health Inspectors was convened immediately after the conclusion of the 1969 Annual Meeting with the new President, W. Straughan, in the Chair.

PRESENT: R. Gibbon, J. Sandul, D. Birnstihl, K. Spencer, C. Young, R. Paquette, W. Straughan and G. Anderson.

Moved by R. Paquette, seconded by J. Sandul, that the next meeting be held on Saturday, November 1, 1969 at a location to be determined. CARRIED.

Moved by R. Paquette, seconded by D. Birnstihl, that bouquets of flowers be sent to the wives of the Conference Chairman and the Medical Officer of Health. CARRIED.

Moved by J. Sandul, seconded by D. Birnstihl, that an attache case be purchased for the use of the Branch President, which will be passed on to future Presidents. CARRIED.

At this point Ken Spencer introduced Dr. Bruce E. Brown, C.D., Chairman of the Sanitation Council of the Canadian Bakery Council, to the Branch Committee. In brief, Dr. Brown outlined some of the activities of this Council, of particular interest to the Public Health Inspector. Seminars are planned for various regions throughout Canada, with information on these being sent out to various Health Agencies.

Moved by C. Young, seconded by R. Gibbon, that the Branch Committee look into the costs of printing a calendar for 1970. CARRIED.

Moved by R. Paquette, seconded by J. Sandul, that this meeting be adjourned. CARRIED. Time - 12:55 P.M.

.....  
PRESIDENT

.....  
SECRETARY-TREASURER

A meeting of the Ontario Branch Committee was held on Saturday, November 1, 1969 at the Anndore Hotel, 15 Charles Street, East, Toronto, with the new Branch President, W. Straughan, in the Chair. Meeting commenced at 10:04 A.M.

PRESENT: President W. Straughan, Past President J. Sandul, Secretary-Treasurer G. Anderson, Councillors - K. Adams, D. Birmstihl, S. Cowan, R. Gibbon, W. Hogle, R. Paquette, K. Spencer, J. Watt and C. Young.

The President welcomed the new Branch Committee, and indicated that this Branch was faced with considerable work during the coming year, which would necessitate the full participation of all members. All members were present.

Moved by J. Sandul, seconded by R. Paquette, that the minutes of the meetings of September 23, 1969 and September 26, 1969 be adopted as circularized. CARRIED.

Two printing bids had been received re Branch Calendars, 1970. Moved by J. Sandul, seconded by S. Cowan, that a quantity of 400 calendars in two color be purchased from the Sarnia Gazette and Printing Company at the tendered price of \$77.00, plus tax. CARRIED.

Correspondence was read by the Secretary-Treasurer. A total of 48 had been received since the September meeting, with 70 having been mailed out.

A letter from W. O'Donnell of Sault Ste. Marie had been received requesting information re Certification as a Public Health Inspector. The Secretary-Treasurer was instructed to answer this letter, pointing out that Certification is only possible today through a formal course of instruction, acceptable to the Board of Certification of C.P.H.A.

On the request of National that Mr. Don Feeney be replaced as a Branch appointee on the Oral Examination Board, it was moved by C. Young, seconded by J. Watt, that S. Cowan be requested to fill this vacancy. CARRIED. (Accepted by S. Cowan).

SECRETARY-TREASURER'S REPORT: Note: The foregoing information cannot be confirmed pending receipt of a Bank Statement and the closing out of the Previous Sudbury Acct.  
CANADIAN INSTITUTE OF PUBLIC HEALTH INSPECTORS

#### ONTARIO BRANCH

Statement from September 23, 1969 to October 31, 1969.

Balance September 23, 1969 as per statement R. Paquette \$ 842.91

Cheques written September 23, 1969 by R. Paquette

Cheque No. 69-82 G. Anderson	\$ 38.39
Cheque No. 69-83 W. Grobelny	90.00
Cheque No. 69-84 C.L. Young	48.25
Cheque No. 69-85 W. Straughan	9.50

Total \$ 186.14 \$ 186.14

Actual Balance \$ 656.77

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SECRETARY-TREASURER'S REPORT .Cont.

RECEIPTS

Memberships	\$ 298.00	
Exchange on Cheque	<u>.15</u>	
Total	\$ 298.15	<u>\$ 298.15</u>
Total Balance		\$ 954.92

EXPENDITURES

Exchange on cheques	\$ 1.40	
C.I.P.H.I. - 92 memberships @ \$6.00	552.00	
Mason Trophy re Plaque	18.35	
Jarvis Insurance re Sec.Treas. Bond	12.00	
Donald F. Sullivan re Area #1	10.00	
G. E. Anderson (Postage-\$4.10) (Manley's-Sec.Tr.\$3.12) (Manley's-Newsletter \$8.40)	<u>15.62</u>	
Total	\$ 609.37	<u>\$ 609.37</u>
Balance on Hand		<u>\$ 345.55</u>
In-Service Training Course	\$ 874.43	
General Fund (Overdraft)	<u>528.88</u>	
Balance on Hand	<u>\$ 345.55</u>	

Moved by G. Anderson, seconded by R. Paquette, that this report be accepted. CARRIED.

Moved by W. Straughan, seconded by C. Young, that the President's report be adopted. CARRIED. NOTE: See cover of November 1969 Newsletter.

AD HOC COMMITTEE REPORT:

ASPECTS OF COLLECTIVE BARGAINING.

To initiate this study into the various intricacies of the Ontario Branch possibly becoming associated with a union, acceptable to our membership, a letter was forwarded to the Deputy Minister for the Ontario Dept. of Labour. Copies of this letter and the reply have been forwarded to our Secretary for filing.

Our letter generally advised the Deputy Minister of our history, format, By-Laws and problems. A request was made, based on this information, for his office to comment on the acceptability of this Branch becoming certified as a bargaining agent in the Province of Ontario. His reply is summarized below for your information.

- It would be impossible for the Ontario Branch to be certified under The Labour Relations Act, or any other legislation in Canada, as bargaining agents for Public Health Inspectors employed by Boards of Health. This is available only to the employee of one employer, or if all the Boards of Health agreed voluntarily to

recognize this Branch as the sole bargaining agent.

- A trade union could be formed if all "management" inspectors were excluded. This would then require a programme of certification for each Board of Health with the hopes that the Boards would agree to a joint form of bargaining or if not the Branch would bargain with each Board certified.
- Recommendation that we, as Public Health Inspectors, engage in collective bargaining as it is in line with modern day concepts of employer/employee relations.
- Recommendation that the Branch consider engaging legal counsel experienced in labour legislation.

Based on a September 3 letter from our National Executive, I feel that under the Constitution (39(e)) there are no objections to our movements in the direction of collective bargaining in Ontario. With respect to the letter from the Dept. of Labour, the complexity of this problem seems to be growing, particularly when we study the resources this Branch must have to gain approval from each Board or pick up certification and then begin bargaining possibly on an individual Board level.

It is my recommendation, with the approval of this Executive Committee that we should 1) make further enquiries in the area of becoming our own bargaining agents. This should be done so that we can fully comprehend the area that must be covered and the resources required. It is quite possible that this information and procedure can be obtained, with no legal fees, from the Department of Labour.

- 2) It is also proposed that a poll of our membership through the newsletter, should be made as to their opinions on collective bargaining etc.
- 3) Attempt to clarify the Province's position on takeover of all health units.
- 4) Obtain a concrete answer from the Province of Ontario, i.e. Ontario Dept. of Labour, regarding the implementation of Judge Little's report, particularly with reference to the choice of bargaining agent, as the report has now been passed by legislature.
- 5) Based on our findings, from the above points, discuss with various unions the benefits that they could offer us.
- 6) Present the entire package to our membership for final decision, with this committee's recommendations.
- 7) This committee will strive to obtain impartial information with respect to all types of bargaining agents.

Respectfully submitted,

C.L. Young, C.P.H.I.(C),  
Chairman - Ad Hoc Committee,  
Aspects of Collective Bargaining.

EDITOR'S NOTE: See questionnaire which appears later in this issue.

XXXXXXXXXXXXXXXX

Letter received from the Ontario Department of Labour - Office of the Deputy Minister.

October 14, 1969.

To:

Mr. C. L. Young, C.P.H.I.(C),

This will acknowledge your letter of October 9th concerning the desire of the Ontario Branch of the Canadian Institute of Public Health Inspectors to engage in some form of collective bargaining.

May I say at the outset that it would be impossible for your Branch to be certified under the Labour Relations Act - and indeed under any labour relations legislation in any of the jurisdictions of Canada - as bargaining agent for the Public Health Inspectors employed by the Boards of Health in this province.

Under our system, certification is available only to the employees of one employer. In other words, the Public Health Inspectors employed by each of the Boards of Health could obtain certification for some union or employee association with their respective employers.

It is always possible, of course, to get all of the Boards of Health to agree to recognize the Ontario Branch as the bargaining agent for their employees who are Public Health Inspectors. But there is nothing in the law that can force this kind of recognition. It can only be forced on an individual employer basis.

You could, I suppose, establish your Ontario Branch as a trade union. It would have the status, however, only if there were no "management" inspectors within its ranks. Assuming that the Ontario Branch consisted entirely of employees within the meaning of The Labour Relations Act, you could then begin a programme of picking up certification for each individual Board of Health. Through the Branch itself, the bargaining could be carried out with each Board of Health and, as I suggested earlier, it might be possible to obtain the agreement of the Boards of Health to a joint form of bargaining.

It is not really proper for me to urge you one way or the other with respect to collective bargaining, but I am quite prepared to go "out on a limb" and tell you that I think it is a good idea to engage in a form of collective bargaining. It is certainly in line with modern day concepts of employer/employee relations.

There are a number of fine points in this whole matter and I would not want to feel that this letter represents the authorization necessary as far as your group's situation is concerned. For that reason, I think it would be very wise for you to consider engaging legal counsel who would be experienced in the intricacies of labour legislation and its application to your group.

On the other hand, I should be very happy to supply you with any further information that might be required.

Yours very truly,

T.M. Eberlee, Deputy Minister.

xxxxxxxxxxxxxxxxxxxx

AREA #2 MEETING & RALLY - From 5 to 7 P.M. at the Campbell Curling Club, 247 Superior Street, Hamilton. (Amateur Night-Stones & Instructors provided, no previous knowledge of the game necessary). At 7 P.M. a Cold Plate Buffet will be held, cost \$3.50 per person, drinks - Beer 40¢ & Liquor 60¢. The meeting will be a Panel - "The Public Health Inspector". Also election of officers for 1970 will be held.

The meeting was adjourned for lunch.

1970 CONFERENCE REPORT: Plans are well on their way, preparing for the 1970 Conference which will be held in Sudbury sometime in the Fall. All 12 Inspectors of the Sudbury & District Health Unit are involved with the operations of this Conference and are enthusiastically looking forward to the event.

Roger Paquette, Vice-Chairman of the Conference is a bit concerned about the Program Advertising, as Sudbury's two major industries, Inco and Falconbridge, are still on strike and have been since July. Any adds that any of the Inspectors can pick up for us would be greatly appreciated.

A full page sells for \$100.00  
A  $\frac{1}{2}$  page sells for 55.00  
A  $\frac{1}{4}$  page sells for 30.00

I was told by my Italian friends that this is a very good year for grapes, so I Purchased some California "Muscat" grapes, and am trying to make a mild, light slightly dry wine for our banquet table. (This, by the way, is the first time I have made wine). The grapes have already been squeezed, torqued and the juice is presently fermenting in a wooden oak barrel. Early sampling seems to indicate that my friends may be right, as the flavour so far is delicious.

Attached you will find the final Financial Report from Jack Chester, Conference Chairman for the 30th Annual Conference which was held September 24, 25, 26, 1969 at the Holiday Inn, Scarborough, Ontario.

Jack is pleased to announce that a profit of \$550.00 was realized from this Conference. This is an increase of about \$400.00 over the 1968 Conference.

On behalf of the Branch Committee and all the delegates who attended this Conference, I wish to express our thanks and gratitude for a job well done to Jack Chester and his Committee, namely:

Don Feeney  
Don Letman  
Bill Todd.

THANKS FELLOWS!

Respectfully submitted,

J. Sandul, C.P.H.I.(C),  
Chairman - 1970 Conference.

#### 1969 ONTARIO BRANCH CONFERENCE STATEMENT:

##### RECEIPTS

Advance C.I.P.H.I. Cheque \$50.00

##### REGISTRATION

Inspectors (full 3 days)	48 @ 15.00	-	720.00	
Women	18 @ 5.00	-	90.00	
Daily Registration	40 @ 3.00	-	120.00	
TOTAL	106			930.00
Additional Banquet Tickets	16 @ 6.50			104.00
Advertising				1,490.00
Donations	T. Eaton Co.	50.00		
	Dominion Stores	50.00		100.00

EXHIBITORS

Booth Rentals	6 X 35.00	210.00
Luncheon Cheque - Board of Health		<u>344.76</u>
Total Receipts		3,228.76

DISBURSEMENTS

Advance C.I.P.H.I.		50.00
P.O. Box Rental		4.50
Printing of Programmes		660.00
Honoraarium (DI. Adolphus) re Sketch on program cover		10.00
Gifts for speakers (4 X 24.86 - 99.44 plus tax)		104.41
Engraving re Speakers gifts		18.90
Planetarium tickets (.65 @ 1.00)		65.00
Buses - Planetarium		80.00
Entertainment - Billy Meed & accompanist		100.00
Stronco Show Services re Exhibit Booths		131.25
Refreshments - L.C.B.O.	32.60	
President's Suite	5.85	Total 38.45
Identification & place cards, badges, etc.		12.87
President's Suite		31.50
Holiday Inn	995.80 plus Cheque Borough of Scarborough	
	(344.76)	1,340.56
Flowers - Head table	15.75, Gifts M.O.H. & Typist	
	- 14.70	<u>30.45</u>
Total		<u>2,677.89</u>
Balance		550.87

Moved by J. Sandul, seconded by R. Paquette, that the 1970 Conference Committee Report be accepted. CARRIED.

President Straughan presented the following names for Committee Appointments, which were accepted by those named.

- Nominations and By-Laws and Fragmentation - Ken Spencer.
- Membership - Dave Birnstihl.
- In-Service Training - Stan Cowan (Chairman)  
Lloyd Dodgson (Secretary-Treasurer)
- Ontario Branch Study re Aspects of Collective Bargaining - Charlie Young  
(Chairman)  
Dave Birnstihl.
- Area Meetings - Ray Gibbon.
- Newsletter - Gord Anderson.
- Environmental Health Study - Public Health Inspectors 1968 - Jim Watt (Chairman)  
Bill Hogle.
- Public Health Act Review - George Powell, (Chairman)  
J. Watt.
- 1970 Conference - Jim Sandul (Chairman)  
Roger Paquette.
- Ryerson Divisional Council - Jim Sandul  
Don Feeney.
- Calendar - Gord Anderson.
- Historian - Larry Lychowyd.
- Examination Board - W. Robinson J. Watt  
W. Straughan J. Sandul  
S. Hester C. Cowan (replaces D. Feeney).

Education - Ken Adams.

Ontario Health Unit Association re Job Description - Bill Hogle  
Charlie Young  
Wally MacDonald.

Moved by G. Anderson, seconded by R. Paquette, that the following new member applications be endorsed and forwarded to National. Also approved were three reinstatements. CARRIED.

Charles Stevenson Coutts, 183 Arlington, St. Clair Beach, Ontario 31.  
Gene Hartman, 225 Glasgow Street, Kitchener.  
Richard James Davies, 235 Grandravine Drive, Apt. 902, Downsview.  
Yin-Hei Shum, 346 South Street, London.  
Howard Beatty, 300 Finch Avenue West, Apt. 101, Willowdale.  
James Elroy Craig, Box 30 Perth.  
Boodhoo Droom, 361 Wellington Street, Sarnia.  
Rick Dodds, 107 Picton Street, Apt. 6, Goderich.  
Eric Chiu-Kwok Lai, 1623 West Mary Street, Postal Station "F", Thunder Bay.

Moved by K. Spencer, seconded by W. Hogle, that J. Watt be reimbursed \$18.64 for expenses incurred re 1969 Nominations. CARRIED.

Moved by G. Anderson, seconded by J. Watt, that the 1970 Conference Chairman be advanced \$50.00 as soon as funds are available. CARRIED.

Moved by C. Young, seconded by R. Paquette, that S. Cowan look into the reasons and report to the President why the Public Health Inspector was excluded from the pamphlet "Career Opportunities in Health" as brought to our attention by the Inspectors of Waterloo County Health Unit. CARRIED.

Moved by C. Young, seconded by K. Spencer, that the expenses of this meeting be paid. CARRIED.

Moved by G. Anderson, seconded by R. Paquette, that the next meeting be held on January 3, 1970 at the Ardmore Hotel. CARRIED.

Moved by W. Hogle, seconded by D. Birstihl, that this meeting be adjourned. CARRIED. TIME 4:46 P.M.

A REQUEST TO THE MEMBERSHIP

Dear Sir or Madam:

Mr. Dave Birnstihl and myself have been appointed by your Ontario Branch Committee to gather information and report to you on the direction in which this Branch should proceed with respect to the subject of collective bargaining for the Branch Membership. Those of you who attended our Annual Meeting in Scarborough will recall that this study is one which requires our full co-operation as a Branch. Its results could, with your approval, change the future of our organization to that of one representing all the needs of our membership.

So that this committee can fully understand the views and feelings of the membership a small portion of your time is being requested to complete the following and return to:

C.L. Young, C.P.H.I.(C),  
P.O. Box 729,  
AMHERSTVIEW, Ontario.

.....DETACH HERE.....

MEMBER'S NAME:.....EMPLOYING AGENCY:.....

1. Are you in favour of all the membership in your Ontario Branch, to which this could apply, being assisted and represented in collective bargaining with the individual's employing agency, by one body approved by the membership?

YES.....NO.....

PLEASE ANSWER #2 OR #3 AS IT APPLIES TO YOUR AGENCY.

2. Do you now have written agreement with your Board of Health to allow negotiation on wage and fringe benefits to take place at regular intervals, (YES.....NO.....) particularly, with your side being represented by an elected member of your staff? YES.....NO.....

3. Are you presently being represented by a bargaining agency, certified as such under the Labour Relations Act? YES.....NO..... If YES, what is the name of this agency?

AGENCY:.....LOCAL.....

4. Further in this regard, it would be appreciated if you would express your own personal views with respect to your individual rights and opinions being represented by this agency to management.

5. Any further experiences in this regard that you wish to relate to this committee would be gratefully received in order that we may know how you, as a member, feel about this agency and/or the concept of collective bargaining for this, your Branch.

C.L. Young, C.P.H.I.(C),  
Chairman of Committee Study on  
Aspects of Collective Bargaining.