

1969 September

September 1969

*Mr. H. C. Raiche
Northern Ontario Public Health Service,
Timmins, Ontario.*

Return Postage
Guaranteed by:

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

IMMEDIATE PAST PRESIDENT - Larry Lychowyd, 8 Martinview Court, Islington.
PRESIDENT - James Sandul, 564 Danforth Avenue, Sudbury.
SECRETARY - Gordon E. Anderson, 2062 Clarence Drive, Sarnia.
TREASURER - Roger Paquette, 9 Birch Street, Garson, Ontario.
COUNCILLORS - Walter Grobelny, 448 Sycamore, Fort William.
Sid Hester, 212 William Street South, Chatham.
Wallace MacDonald, R. R. #3, Newmarket.
Ken Spencer, 15 Odessa Avenue, Etobicoke.
Bill Straughan, 214 Napier Street, Barrie.
James Watt, 496 Esther Street, Pembroke.
Charles Young, 23 B Manitou Crescent, Amherstview, Ontario.

It is nice to see that Inspectors' Interest is running high in the Ontario Branch, as I was very pleased to receive 109 proxy votes from our members to act on their behalf at the National Conference in Vancouver. Unfortunately, even with this many proxies, I still did not have enough to revise Section 14 of the Amendments, which we felt would really assist us in our membership campaign. Alberta, half of Saskatchewan and Quebec were also seeking the same change. Even altogether we could not muster $\frac{3}{4}$ of the votes. Well, maybe next year, I hope.

Jack Chester and the Scarborough Inspectors are just putting the finishing touches to the Ontario Branch Conference, which will be held there on September 24, 25 and 26th at the Holiday Inn.

Besides the excellent speakers, they have arranged a visit to the McLaughlin Planetarium, a tour of Warner-Lambert Cosmetics, a luncheon and a wine and cheese party is in the offering.

You will also be hearing from all the Committee Chairmen who will give detailed reports on what the Branch Committees have been working on this past year.

Reports dealing with such things are:

1. In-Service Training Course by Larry Lychowyd and Lloyd Dodgson, who this year put on two one-week courses - one in Guelph and one at Ryerson.
2. The Newsletter by our Editor, Gordon Anderson.
3. Membership by Roger Paquette.
4. Fragmentation by Charlie Young. He will also refer to the report from the Canadian Public Health Association on Environmental Health Study - Public Health Inspector 1968.
5. Salaries and Fringe Benefits by Bill Straughan - this always holds a great interest for us.
6. By-Laws and Nominations by Jim Watt - as this year for the first time the Branch Committees take office for a two year period.
7. Area Meetings by Walter Grobelny will review what Inspectors across the Province are discussing and are concerned about.
8. Education by Wally MacDonald, who will review the various ways to take the Environmental Health Administration Course.
9. Public Relations by Ken Spencer, who will give us the results of his questionnaire.
10. Special Committees:
 - (a) Looking into the legality of the Institute as a Certified Bargaining Agency

And

(b) The possibilities of Public Health Inspectors in Ontario
becoming Civil Servants.

So you can see it is very important that you attend this Conference to help shape your own future. I will be looking for you.

J. Sandul, C.P.H.I.(C),
President, Ontario Branch,
Canadian Institute of Public Health Inspectors.

IN THIS ISSUE:

- President's Message.
- Conference Material.
- Obituary.
- Secretary's Report.
- Newsletter Report.
- Treasurer's Report.
- Employment Opportunities.
- Membership Report.
- Salary and Fringe Benefit Report.
- Fragmentation Report.
- Special Committee Report.
- Area #1 Minutes - April 12, 1969.
- Area Meetings Report.
- Area changes proposed.

BITS AND PIECES:

The average man has one idea and uses it as a watch-dog to run out and bark at other ideas and scare them away. - Everett Dean Martin.

Why can we remember the tiniest detail of what has happened to us, and not remember how many times we have told it to the same person. - LaRochfoucauld.

Time and chance will do nothing for those who will do nothing for themselves. - Canning.

True education makes for inequality; the inequality of individuality, the inequality of success, the glorious inequality of talent, of genius; for inequality, not mediocrity, individual superiority, not standardization, is the measure of the progress of the world. - Felix E. Schelling.

It is not hard to find the truth: what is hard is not to run away from it once you have found it.

When you point your finger at someone else you always point three fingers at yourself. - Burmese Proverb.

BRANCH CONFERENCE: September 24, 25 and 26th, 1969 to be held at the Holiday Inn - Highway 401 at Warden Avenue, Scarborough - Interchange 58. (See detailed map with your Conference Program).

Registration:	Single	\$ 15.00
	Double	20.00
	Day	3.00
	Banquet	6.50

Keynote Speaker - Dr. Dymond.

Also - J. C. Kennedy, Cara Operations Limited, also associated with Canadian Restaurant Association.

Dr. Abraham Ross, University of Toronto.

Dr. Mastromatteo, Director, Environmental Health Services Branch, Ontario Department of Health.

Professor Henry Regier, Department of Zoology, University of Toronto.

Ladies Program - Tour of Warner Lambert Company.

McLaughlin Planetarium tour with Inspectors.

Wine and Cheese Party.

Reception and Banquet.

We have received word of the passing of William S. Boyd in August. "Bill" qualified for Certification in 1940, joining the Porcupine Health Unit in 1944 and was named Chief Inspector of this Unit in 1949. Among family, he leaves a son Tom, Public Health Inspector with the North Bay and District Health Unit. We extend our deepest sympathy to Tom and the rest of the family.

NOTICE TO AREA #1 INSPECTORS: Next meeting in Sarnia, October 25, 1969-tentative.

SECRETARY'S REPORT: Your Secretary has attempted to keep abreast of a steadily mounting volume of mail during the year, receiving 266 items of correspondence, and sending out just over 500. The Minutes of all six Branch Committee Meetings are on file, along with the 1968 Branch Conference Minutes.

Each year the Branch Conference people seem to have more difficulty in obtaining a Postal Box for the Ballots. With the combining of the office of Secretary and Treasurer would the rental of a Postal Box by himself not be warranted? The ballots could be directed to this address.

Does the Branch feel that Ballots should be sent back by the Inspector, strictly by mail?

Does the Branch feel a need to establish a week each year in which the Conference would be held? Are we "competing" with too many other organizations for delegates when other allied groups meet within weeks? Has the holding of a Spring Conference ever been fully considered?

These are but a few of the questions that come to mind, and your Secretary would be happy to have the opinions of the delegates, as well as the Branch Committee.

NEWSLETTER: One of the larger expenses this year of your Branch has been the Newsletter. Five issues have been sent out to all members, with this particular issue, to ALL Inspectors in the Province. With this larger mailing, the average number of copies has risen to 335 per issue.

Increased cost of paper, extended use of electronic stencils, and a fantastic postal rate jump have made the cost soar by about 50%. Is this expense justified? What value is it to the Public Health Inspector? There is very little response from members re submitting articles, or other information, even Area Minutes for publication. May we hear from you?

GORDON E. ANDERSON, C.P.H.I.(C),
Secretary, Ontario Branch
Newsletter Editor.

TREASURER'S REPORT:

September 2, 1969.

Canadian Institute of Public Health Inspectors,
Ontario Branch,
c/o Mr. Roger Faquette,
9 Birch Street,
Garson, Ontario.

Gentlemen:

I have reviewed your records for the period October 1, 1968 to July 31, 1969, and attach, "Statement of Receipts and Disbursements" as at July 31, 1969.

The attached statement has been prepared from the books and records, including voucher receipts and cancelled cheques as supplied.

The Bank Balance at July 31, 1969 has been verified. Your Treasurer is covered by a \$3,000.00 fidelity bond.

Yours very truly,
R. A. Rinaldi, CGA

It has been a pleasure working with the members of the current executive and I take this opportunity to extend my personal best wishes to the incoming executive.

Respectfully submitted,

R. B. Paquette, C.P.H.I.(C),
Membership Chairman.

SALARIES AND FRINGE BENEFITS: Copies of each of the Salary Survey Committee reports as approved were circulated in the Newsletters of November 1968 and March 1969. In addition, your Committee was directed by resolution to prepare a suitably worded form that could be used by individuals or group representatives when meeting with their Boards for salary increases. This was to be prepared with the assistance of specialists in the field. If the membership directs the incoming Executive to affiliate with the Civil Service Association of Ontario, I am confident such a form will be made available.

Too many qualified Public Health Inspectors are leaving the public health field for better paying positions in industry. If it is the desire of Departments and Boards to retain these Inspectors, competitive salaries must be paid.

Your committee has recommended a 1969 salary scale that is most realistic, and had anticipated its implementation across the Province. I am confident your incoming Salary Committee will press for adoption of an updated scale for 1970. When a realistic salary scale is accepted by all public health agencies, Public Health Inspectors will no longer be "sold to the highest bidder!"

Respectfully submitted,

W. Straughan, C.P.H.I.(C),
Salaries and Benefits Committee Chairman.

FRAGMENTATION REPORT: During the 1968-69 year the activities of this committee were quite limited. This was due to the unavailability of a complete report for study and comment concerning Project 605-7-369, Environmental Health Study of Public Health Inspectors - 1968 by Major A.S. O'Hara, for the C.P.H.A. Since this report was to be commented upon by this committee and is of great importance to the Public Health Inspector, a motion was passed by the Ontario Branch recommending to our National Executive that the C.P.H.A. be requested to table this report until a full study can be carried out by those it effects.

At the request of this body, investigations were carried out of courses offered at the University of Waterloo and Georgian College of Applied Arts and Technology. It was concluded from the information available that neither course posed a threat to the role or future status of the Public Health Inspector.

An attempt to assist the Salary Committee by means of contact with the Civil Service Association of Ontario (Inc.) (C.S.A.O.) for their experiences in their negotiations for the Public Health Inspectors was carried out. The initial aim of this approach was to hire a consultant to offer guidance in negotiations, etc. to members. This has later evolved to an understanding between this Branch and the C.S.A.O. that mutual co-operation will be given in areas of salary and fringe benefit guidelines. This approach also assisted in fostering the formation of a special committee which is looking into the aspect of the Ontario Branch becoming a certified bargaining agent.

From the foregoing the following recommendations are being presented for the consideration of the Ontario Branch Executive:

- (a) Providing that the C.P.H.A. has tabled Project 605-7-369, that the incoming Executive form a special three-man committee to study and report to the Executive upon the project.
- (b) The established co-operation between the Ontario Branch and the Civil Service Association of Ontario (Inc.) regarding guidelines on salaries and fringe benefits should be utilized to the fullest extent by the Salaries Committee.

Respectfully submitted,

C.L. Young, C.P.H.I.(C),
Fragmentation Committee Chairman.

SPECIAL COMMITTEE REPORT: The May 3, 1969 Ontario Branch Executive meeting held at the Walker House Hotel in Toronto, carried a resolution to the effect that a two-man special committee should be formed with the writer and W. Straughan as these members. The area that this committee should examine was generally presented as "investigate the possibility of the Ontario Branch of the C.I.P.H.I. acting as a bargaining agent for Public Health Inspectors in Ontario". The special committee thus formed and charged was requested to report to the Ontario Branch Executive at its September 1969 meeting.

The first step taken by the Committee following the meeting was to set up a general framework within which we could work. This framework is set out below for your perusal.

(a) Obtain a legal interpretation of Section 39(E) of our National Constitution and By-Laws regarding this Branch becoming a certified bargaining agent for all member Public Health Inspectors in the Province of Ontario.

(b) The implications of (a) taking place.

(c) Examine the possibilities of all Public Health Inspectors in the Province of Ontario becoming civil servants under the definition of the Ontario Civil Service Act and when this could possibly take place.

(d) Assuming that (c) took place, examine the ramifications of Health Inspectors becoming civil servants. Also the implications of their demands, etc., being expressed by the present existing and sole union for Ontario Civil Servants, The Civil Service Association of Ontario (CSAO).

(e) Examine the roles of CUPE and CSAO as to our possible position in each, if we should be so represented.

Following this a meeting was held in the CSAO Headquarters Building at 15 St. Mary Street, Toronto, on May 27, 1969, in an attempt to answer in a general manner, the framework questions shown above. Mr. H. Bowen, General Manager of this organization which represents 28,000 employees of the Ontario Government in its various agencies, was interviewed by the previously mentioned two committee members. It is noted that the dues structure is approximately \$36.00 per year.

Mr. Bowen gave the committee his full co-operation and seemed to be well informed on the working conditions, duties, and future role of the Public Health Inspectors in the Province of Ontario. It was felt that the Health Districts would soon come into the full jurisdiction of the Province. When this does take place (1-2 years?), according to a recently released joint CSAO - Government report, the union with the majority of employees would be the sole bargaining agent in the Government Civil Service. As this time, and in the foreseeable future, it would appear to be the CSAO.

Mr. Bowen emphasized the fact that the Provincial Public Health Inspectors now have their own CSAO Branch (M. Woods - Pesticides is the Branch President). The C.S.A.O. has also adopted new bargaining policies where elected representatives of the classification being bargained for sit in and participate in the negotiations.

With respect to an interpretation of Section 39(E) of our National Constitution, it was felt by Mr. Bowen, as an experienced layman, that it would not allow us to apply for certification as a bargaining agent before the Labour Relations Board. It was also pointed out that this move would probably require enormous financial and legal resources.

One area that was discussed at length in this regard was the possibility that an individual unit could become properly self negotiating by 1) A local written agreement between the Board of Health and the Inspectors. This may naturally be quite difficult to acquire and its appropriate value would have to be tested.

2) If the above fails, the body of Inspectors could apply for certification before the Labour Board on their own in the name of this Branch. This point was discussed previously and it is noted that the Board does not like to give out individual rights to bargain but would rather give these rights to a group. Also 100 percent membership would be required in this Branch with a revised system, i.e. card carrying members.

The fact that several Health Units are represented by CUPE, i.e. York-Oshawa, Cities of Toronto and London, was also discussed. It is noted, however, that these are not Inspectors alone, but with clerical staff, etc. The eventual move to Provincial jurisdiction over these units will likely change this picture also.

Mr. Bowen offered the facilities of the CSAO to help in any regard towards having the CSAO represent the Public Health Inspectors across the Province or even to the extent of assisting individual units become certified. It is noted at this point that CSAO has gained bargaining rights for jurisdictions outside of, but related to, the Provincial duties i.e. University of Guelph, Community Colleges, etc.

Mr. Bowen's offer of legal assistance and facilities of the CSAO was at no cost to this organization. It would appear that this would fit quite nicely into the CSAO future plans to represent all Provincial agencies and related fields.

Due to the wide scope of this 1½ hours meeting, its context would have to be deemed preliminary, but to this committee extremely interesting in its potential.

It is, therefore, recommended to the 1968-69 Executive that:

- (1) The Ontario Branch of the Canadian Institute of Public Health Inspectors take all possible steps to increase its membership to the 100% mark,

- (2) The incoming 1969-70 Executive of the Ontario Branch of the Canadian Institute of Public Health Inspectors set up a two-man standing committee to actively explore the feelings of the membership in regard to union membership and continue to build on the established liason between this organization and the CSAO.

Respectfully submitted,

C. L. Young, C.P.H.I.(C),
Special Committee Chairman.

ONTARIO BRANCH - Area #1 Minutes:

Meeting held in Windsor, Saturday, April 12, 1969. By arrangement, the morning session was held at the Provincial Laboratory in order to facilitate the program incorporating a detailed tour of the Laboratory.

Members Present - a total of twenty-five members were present. The meeting was called to order by Chairman Ray Gibbon, promptly at 10:00 A.M.

After an address of welcome to those attending and the formal introduction of Miss Prytula, Director of the Laboratory and G. Harbour, Deputy Director, the group was given a thorough briefing on Laboratory procedures and functions by G. Harbour. This was followed by a period of questions and answers with a very lively participation amongst those present. A tour of the facilities was then carried out and the laboratory staff were present to answer all questions relative to the practical procedures involved.

At the conclusion of the tour, an address of thanks was made to the laboratory staff by Ray Gibbon and a warm response given by all our members present. The meeting was then adjourned for lunch at the Teutonia Club where the afternoon session would be held.

Business Session: Minutes of previous meeting were read by R. MacGrain, Secretary, and their adoption moved by H. Motton, London, seconded by R. Beland, Chatham. CARRIED.

Treasurer's Report: The present balance was read as being three dollars and R. MacGrain recommended that a motion requesting a further ten dollars be made. Moved by J. Axford, Windsor, seconded by H. Goodfellow, London. CARRIED.

Food Handlers' Course (London): A brief but very detailed report on the Food Technician's Course being conducted at Community College, London, was made by S. Scarterfield. Three types of courses are being offered:

1. Food Technicians.
2. Food Handlers.
3. General Help.

It was explained by S. Scarterfield that the ultimate to a completion of the Food Technicians's Course could be a Food Science Degree Course at Guelph Agricultural College. A complete report on this total program is currently being prepared by Bob Carson, Regional Consultant and will be circulated to all Health Agencies. It was also indicated that a "cram" course is being prepared at Fanshawe to provide an opportunity for Instructors to handle the Food Technicians' Courses.

Scuba Diving Equipment: In reply to a question by H. Goodfellow relating to any progress on the motion of a previous meeting by D. Sullivan, the chairman indicated that a letter had been received ^{from} D. F. Sullivan outlining the investigation and results made by the Ontario Underwater Council. A copy of this letter is attached.

New Business: A discussion was opened by J. Axford, on labelling of Provincial Laboratory Restaurant Swab Kits. As was indicated during the discussion, many difficulties were encountered through the necessity for changing headings on the printed data sheets and labels on bottles. Should an Inspector be using the kit for any of the several alternative items in Hotel Bars or restaurants, e.g. trays, ice tongs, bar counter, pickle spoons, etc. this required altering headings both on bottle labels and data sheets. As a result of this discussion, it was indicated that a resolution be forwarded to the Branch Executive.

Resolution - "That Provincial Laboratory Director be requested to provide a sufficient quota of swab kits containing bottles with blank labels and data sheets with blank spaces for indication of articles swabbed".

Moved by J. Axford, seconded by E. Francis. CARRIED.

Cerebral Palsy Support Program: Following a dramatic appeal by Ralph Mercer for positive support of this very active program, it was obvious that all present had been made very much aware of the dire need for supporting such a really outstanding cause. After much discussion on the subject and the formation and withdrawal of several motions, the following resolution was made.

Resolution - "That a committee of three be immediately appointed to prepare an informative report pertaining to the need for a Cerebral Palsy support program. That such report to be embodied in a resolution to the Ontario Branch requesting a support program".

Moved by S. Scarterfield, seconded by E. Francis. Carried.

Following this a committee of three was unanimously appointed - R. Mercer, H. Killin and S. Scarterfield.

Nominations: In compliance with Area #1 procedures, the present chairman and Secretary having served their period of one year in office, R. Gibbon called for nominations to replace them. This resulted in the following nominations.

Chairman - Gord Anderson, Lambton Health Unit, moved by C. Wallace, seconded by H. Motton. CARRIED.

Secretary - D. J. Murtha, Lambton Health Unit, moved by R. Finlin, seconded by E. Francis. CARRIED.

Following this, it was agreed by those present that the next area meeting be held in Sarnia on a date in October 1969. There being no further business, the meeting concluded with a vote of thanks to the Windsor group including the Laboratory Staff.

R. MacGrain, Secretary.

Mr. R. MacGrain, Metro Windsor-Essex County Health Unit,
290 Wyandotte Street East, Windsor, Ontario.

Dear Ron:

A Motion was passed at the Ontario Underwater Council (O.U.C.) Convention on October 6, 1968, regarding contaminated air found in Scuba Divers cylinders by the Air Test Committee of the O.U.C.

The Air Test Committee were directed to immediately notify the Local Health Agency by letter, when contaminated air is found at or from a Compressor Station supplying Scuba divers with compressed air.

The O.U.C. represents 1,731 organized divers in Ontario in 51 diving clubs, which obtain the compressed air from their diving cylinders from 66 known commercial Compressor Stations across Ontario.

For further information contact:

Ontario Underwater Council,
P.O. Box 422,
Adelaide Street Post Office,
Toronto, Ontario.
Attention: A. Sykes, Air Test Program.

Yours very truly,

D.F. Sullivan, C.P.H.I.(C),
Public Health Inspector.

AREA MEETINGS: Copies of minutes from various meetings were received from areas 1, 2, 3, 6 and 7. No correspondence was received from areas 4, 5 and 8, indicating a lack of concern or communications.

During the year, the Regional Consultants were contacted and queried as to whether they would act as liaison officers in area conferences to promote these activities. All of the consultants have assured this committee of their complete co-operation. It is felt that, with the aid of the consultants, the inactive areas would show interest in participating in area workshops of one day's duration be held in the spring and late fall of each year to fully acquaint the parties concerned with mutual problems. I would recommend that these workshops and conferences be held.

AREA CHANGES: On December 10, 1968 a submission was presented to the Executive Committee of the Ontario Branch, Canadian Institute of Public Health Inspectors, regarding proposed area changes within the Province.

It was the intention of this committee to re-arrange these areas to closely correspond with those set up by the Province. The number of areas presently numbering eight, would be reduced to six to coincide with those outlined by the Province. It was anticipated that a closer relationship would result with the Regional Consultants in regards to area meetings, workshops, information exchanges, etc. However, I would suggest that the proposed boundaries remain flexible should the Department adopt any further changes.

I would recommend that the above proposals be accepted as they were presented.

Respectfully submitted,

W.J. Grobelny, C.P.H.I.(C),
Area Conference Chairman.

Postscript: I have enjoyed the past year as Councillor of the Executive Committee and the working relationships with the Council. I only regret that I could not have been of more service.

EDITOR'S NOTE: Owing to space limitations it was necessary to edit the area meetings report, but we believe not the context.