

STATEMENT OF THE AFL and CIO IN TOLEDO

TO THE PEOPLE OF TOLEDO AND UNION MEMBERS IN THE HOSPITALS OF TOLEDO:

The community's hospitals stand as symbols of man's humanity to man. The care of the sick, the injured, the dying may be the function of the hospital, but it is the responsibility of every citizen.

Unionists are citizens first and unionists second. As a citizen, the unionist knows that the collective bargaining of the commercial enterprise cannot be transplanted to the hospital.

The constructive right to strike, the bedrock of union life and power can be self-destructive. Slowdowns, work stoppages in a hospital can become matters of life and death. No responsible unionist can, therefore, talk of strikes or slowdowns in relation to hospitals.

Collective bargaining itself assumes a different meaning in the hospital atmosphere. In the commercial enterprise, production pace, assignment of work and the many other myriad aspects of profit making are open to discussion between management and union. There is little parallel in the hospital.

This is the problem. With the growth of unions in the community and the benefits of dignity and security which unionism bestows upon the union member, the hospital employee naturally seeks the same status and in the same manner. On the other hand, the hospital is not comparable to the shop, the factory, the warehouse, the retail store. Union leadership in Toledo feels that reasonable men acting as citizens first and managers and unionists second can resolve this problem. It is further hoped that this may be a Toledo contribution to the national problem of unionization of hospitals.

Toledo Unions accept the statement of the Toledo Hospitals that Union membership will not be the basis for discrimination.

The Unions accept the employee representation plan as a channel for the presentation of grievances and communication from the employee to top hospital management.

The Unions accept the Hospital statement on wage and fringe benefits as enlightened personnel policy.

Union representatives will accept the responsibility of serving on the Community Board of Appeals in the spirit of providing uninterrupted hospital service for the community while at the same time giving the hospital employee dignity and security.

The Unions feel that this Toledo plan, whereby Hospitals and the Unions may live together, will achieve the goals of responsibility to the community and responsibility to hospital employees.

December 14, 1956

THE AFL and CIO IN TOLEDO

By Richard Kossel
International Vice President, UAW-CIO

and [Signature]
President, Teamsters Joint Council

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Memorandum of Adopted and Acceptable Rules of Interpretation for
Procedure under the Statements of the Hospitals and Unions dated
December 14, 1956

1. The hospitals may, if they desire, inform their employees that nonunion workers are welcome to work at the hospitals.
2. No threats, coercion, or intimidation will be used to secure Union membership, or retain such membership; and no threats, coercion, or intimidation will be used to prevent Union membership or to bring about the termination of such membership.
3. Wage adjustments, as mentioned in the Statement of Policy of the Hospitals, shall include only the adjustment of individual wages within established brackets.
4. ~~The issue of Union recognition shall not be the subject of grievance or consideration by the Community Board of Appeals.~~
5. An employee may process a grievance within the hospital grievance procedure individually or with the assistance of his elected representative. Before the Community Board of Appeals he may be represented by anyone whom he might select.

Approved December 14, 1956,
by the Toledo Hospitals

Per John J. Gallagher

and Richard H. Hall

Approved December 14, 1956,
by The AFL and CIO Unions of Toledo

Per Richard H. Hall

and Richard H. Hall