

**THE FIRST 40 YEARS ...**

## DEDICATION

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In 1925, Dr. Wilfred Kellogg, Director of California's Bureau of Communicable Diseases, established the state's first compulsory standards for public health laboratory personnel and at the same time requested voluntary compliance from laboratories in the private sector.

Then, during 1929, because of his continuing frustration with the poor quality of testing in both public health and private laboratories, and the failure of voluntary certification, Dr. Kellogg launched what would be a ten year effort to expand his public health lab standards into actual licensure for all laboratory Directors and health personnel in California who perform testing in public and private laboratories.

To support Dr. Kellogg's efforts, voluntary associations of laboratory personnel were formed during 1935 in Los Angeles, San Francisco and the East Bay Areas. In the following year, a joint committee representing the San Francisco and East Bay associations recommended that a state-wide organization of laboratory technicians be formed to support the licensure effort.

This 1936 joint committee, composed of Berenice Stevens, Chairman, Lois Mason, and Lucy French as members, was the "small acorn" from which would eventually grow the California Association for Medical Laboratory Technology, an association born into legislative controversy, and dedicated to the establishment of high laboratory standards, and increased status and compensation for California's public and private laboratory personnel.

This history is dedicated to the many members who have served that effort during CAMLT's first forty years, but more especially, it is dedicated to the memory of Berenice Stevens,

CAMLT's founder and first president, who gave her whole professional life to CAMLT, and to the goal of quality patient care through excellence in education and training.

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*Berenice Stevens 1911-1981*



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## Officers 1939-1979

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### Presidents

1939-40 *Berenice Stevens*  
1940-41 *Berenice Stevens*  
1941-42 *Lee Blakeley*  
1942-43 *Frances Trimble*  
1943-44 *Mary Reynolds*  
1944-45 *Dorothy McAfee*  
1945-46 *Eleanor Hephner Delfino*  
1946-47 *Shirley Wilson McRay*  
1947-48 *Virginia Grondahl Everty*  
1948-49 *Lucy French*  
1949-50 *Anna Stone*  
1950-51 *Martha Michelbacher*  
1951-52 *Etta Steen*  
1952-53 *Ethel Flack Cole*  
1953-54 *Elsie Carruthers*  
1954-55 *Normadene Carpenter*  
1955-56 *Dorothy Cornell*  
1956-57 *Gertrude Holmes Skupin*  
1957-58 *Jo Downey*  
1958-59 *Marjorie Bissett*  
1959-60 *Donald Erickson*  
1960-61 *Donald Curtis*  
1961-62 *Patricia Nopper*  
1962-63 *Mary Pyle Zenge*  
1963-64 *Richard Sather*  
1964-65 *Mavis Smith*  
1965-66 *Catherine DeCoup-Crank*  
1966-67 *Helen Coast*  
1967-68 *Alison Street*  
1968-69 *Rudolph Warner*  
1969-70 *Robert Parada*  
1970-71 *Joan Blome*  
1971-72 *Herman Bernstein*  
1972-74 *Mario Lucero*  
1974-75 *Richard Lowe*  
1975-76 *Ralph Hughes*  
1976-77 *Leona Good*  
1977-78 *Jeanne Shirley*  
1978-79 *Roger Favero*

### Clinical Laboratory Advisory Committee Representatives from 1941 through 1979

*Berenice Stevens*  
*Kathryn Grundman*  
*Rosalie Vell*  
*Mavis Smith*  
*Patricia Nopper*  
*Muriel Richardson*  
*Margaret Gilbertson*  
*Eldora Daskam*  
*Joan Blome*  
*Dr. R.V. Stone*  
*Maxine Wertman*  
*Leola Westover*  
*Josephine Downey*  
*Helen Coast*  
*Fred Struve*  
*Corinne Carroll*  
*Barbara Sloan*  
*Grace Hatchett*

### Honorary Members

*Dr. Wilfred Kellogg*  
*Dr. Fred Stempert*  
*Dr. Malcolm Merrill*  
*Dr. Max Chapman*  
*Carl A. Stevens*  
*Robert Darter*  
*Margaret Beattie*  
*Dr. Howard Bodily*  
*Dr. Wilbur Swanson*

### Life Member

*Berenice Stevens*

Dorothy Lagerborg

## HISTORY AND GROWTH 1939-1959

### They Made Their Dream Come True

Although more than half a century had passed since the last covered wagon had lumbered west, the pioneer spirit of those early settlers still burned brightly in a group of technologists (technicians in those days) who did not just dream of a strong association for an actively growing profession but who dared to make that dream come true. Who were these people who met in May of 1939 to organize the California Association of Medical Laboratory Technologists? Where did they come from, how did they get together, and where are they now?

Technologists in several isolated parts of the state began meeting in the thirties for the purpose of discussing technical and other problems of common interest. Even then, some of them undoubtedly hoped that some day there would be a state-wide organization, but for the time being, they concentrated on organizing local associations. No one seems to know just how these different groups learned of the existence of the other groups. Word got around and soon letters were exchanged which resulted in the historic meeting held in Santa Barbara in May, 1939.

At this point, a brief history of the original groups might be of interest. Of the seven independent associations, six are still in existence.

*East Bay Association* — several technologists in the Berkeley and Oakland area met in January, 1935, to draw up a constitution which was adopted the following month. By 1939, they had eighty regular and twenty associate members.

*Humboldt County* — ten members from this northern, isolated area met early in 1939 and were represented at the meeting in Santa Barbara. Unfortunately, they were unable to remain organized for more than two years.

*San Diego Clinical Laboratory Association* — sometime in the early thirties, five technologists held their first meeting in San Diego. By 1936 they were holding fairly frequent meetings, and by 1939 they had twenty-five regular and ten associate members.

*San Francisco Association* — in April, 1935, a small group of technologists met in San Francisco at the suggestion of the East Bay group who wished support in their efforts to effect legislation regulating standards in the laboratory field.

*Santa Barbara Association* — Early in the 1930's a small group of technologists began holding meetings. Invitations were issued to all laboratorians in the area, and the group organized formally in 1934. By 1939 it had fifteen members.

*Santa Clara Association* — this group held one meeting in 1939 prior to the state meeting in May. Fairly regular meetings were held until 1945 when interest appeared to lag. However, by 1948 the group again became active and has remained so.

*Southern California Society of Clinical Laboratory Technicians* — twenty-five technologists from the Los Angeles area met in December, 1934, to discuss the formation of a society, and in January, 1935, they adopted a constitution. By 1939 the group numbered seventy-five regular and twenty-one associate members. Mr. Eugene Locke, president of the Santa Barbara Association called the

first state meeting to order at the Cottage Hospital in Santa Barbara on May 27, 1939. Fifty-nine persons signed the register for this meeting. Mrs. Berenice Stevens was elected chairperson, and after each of the above-named groups had given reports on their membership and origin, a proposed constitution was discussed; agreement was finally reached and the group adjourned until the following October.

Between May and October, a great deal of work had to be done. The constitution had to be ratified by the chapters, the first General Council Meeting had to be planned in detail, and letters announcing the formation of a new state association had to be sent to technologists all over the state. This resulted in a burst of activity on three other local fronts, and by the time of the October meeting, three more chapters had ratified the constitution: Fresno, Kern County, and North San Joaquin (now called San Joaquin Chapter).

At the first General Council Meeting, held in Santa Barbara on October 14, 1939, items of business taken care of included the election of officers and committee chairpeople and the acceptance of THE FILTER as the official publication of the Association. The chapters drew lots for their charters, Fresno Chapter selected Charter Number One. □

### From a Little Acorn

The charter of the Sacramento Valley Chapter was issued during 1940. No new chapters were formed during the next three years.

In 1943, CAMLT had twins — San Luis Obispo and Peninsula

Chapters. A second set of twins appeared in 1944, but unfortunately, neither of these survived. Yuba-Sutter Chapter found the going a little rough and finally gave up at the age of nine. Santa Cruz Chapter started out with a bang under the guidance of a very remarkable member, Percy Campbell.

In 1947 the Pasadena Chapter was born. The following year, CAMLT was presented with triplets: Harbor, San Bernardino-Riverside, and Santa Monica Chapters. Santa Monica Chapter dissolved in 1952, but became active again in 1958. Between 1950 and 1955, six chapters joined the rapidly growing family: Merced Stanislaus (1950), South Suburban and Redwood Empire (1951), Tulare County (1952), Greater Whittier (1953), and San Fernando (1955). In 1957, Chino and Orange County Chapters came into being. The Eastland and Napa Valley Chapters were welcomed in 1958.

Like every other family, CAMLT felt the impact of inflation and the rising cost of living. In 1939 there were about 400 members and the state dues were \$1.50. A great cry of anguish was heard when the dues were raised to \$7.50 in 1950, and fifty-five members decided to drop out. An influx of members filled the vacuum, and by 1957 we had 1204 members, an increase of 373 over the membership of 1950. The dues were doubled to \$15.00 in 1957.

For the first few years, business was transacted only at the annual fall conventions. As soon as the war was over and people could travel without much difficulty, mid-year meetings were instituted. As the number of directors increased, it became quite expensive to put on two state meetings each year. To economize, the midyear meeting became a simple business meeting of the officers and committee chairpeople plus one director from any chapter not represented in the above-mentioned

group. Decisions on major issues usually could not be made except at the annual convention. In 1956, it was decided to replace the mid-year meeting with regular meetings of the Executive Committee.

During the middle 1940's, the desirability of having an executive secretary was discussed. Finally in April 1950 Mrs. Berenice Stevens was hired for the position. The job grew without much planning, and we finally became aware that as employers we should be more business-like. Therefore a Committee on Staff and Office was created to help guide and direct the functions of the Association's office and its staff. The committee's first task was to prepare a contract of employment policies for Mrs. Stevens and our other employees. In 1958 the committee was authorized to rent an office in a new building in Oakland. The little acorn planted in 1939 had indeed become a sizeable tree. In just twenty years, sixteen new branches (chapters) had appeared, the fruit (members) had almost trebled, its roots had gone deep, and it had been transplanted into a new setting where it could continue to grow. □

### A Little Knowledge

Recognizing that a little knowledge is a dangerous thing, the charter members felt that maintaining high standards in medical laboratory practice and encouraging skill and efficiency in laboratory methods should be included among the aims of CAMLT.

When the Education Committee was created in 1939, its first assignment was to study training schools and to aid in placing apprentices (trainees). CAMLT was very much against the commercial schools that charged exorbitant fees for short courses in clinical laboratory techniques. The graduates of these schools suffered because

they were insufficiently experienced to qualify for positions in clinical laboratories and because there was little opportunity for them to get the additional training needed to qualify for licensure. In an effort to combat this exploitation, the Education Committee conducted a survey of training schools and apprenticeships so that they might be better able to advise high school graduates.

In 1940 the State Board of Public Health adopted new regulations for the approval of training schools. While these regulations did much to define accepted training, they did not eliminate the "quickie" schools. Thus the problem of training and apprenticeship standards remained a vital part of the Committee's program for many years.

When the law was revised in 1951, CAMLT staunchly supported sections 1222 and 1289. The former gave the State Department of Public Health the legal right to approve schools that provided instruction adequate to prepare individuals for licensure, and the latter made it unlawful for anyone to operate a training school without getting the department's approval.

The Department of Public Health requested an Attorney General's opinion on the problem of schools that gave training which did not lead to licensure, and on February 15, 1954, the Attorney General concluded that it would be a violation of Section 1289 of the Business and Professions Code for a person to operate such schools.

The commercial schools were ordered to stop teaching clinical laboratory techniques, and the proprietors of two of the schools decided to take the Department of Public Health to court. When the evidence was in, Lothrop E. Smith, Judge of the Superior Court, ruled that the Department of Public Health correctly withheld approval of the schools operated by the plaintiffs which failed to provide their student

with instruction adequate to meet the requirements for licensure. In 1944, the Education Committee started a slide library. Later it inherited the book library which was originally started by the Pasadena Chapter. It continued to add books and eventually a file of Kodachromes. This material was available to all members at a nominal fee.

The Education Committee's participation in the recruitment program included collaboration in the writing of several pamphlets, the designing of posters for bulletin boards, and participation in Career Days.

Finally in 1959 the Committee embarked on its most ambitious and perhaps its most rewarding venture. In cooperation with the Tulare Chapter, it put on a two-day symposium in bacteriology and mycology. This was so successful that another one was given the following year in Riverside.

Back in 1948, a Committee on Procedures was formed to compile a manual of the accepted procedures which were most commonly used in the clinical laboratories of California. A questionnaire was sent out before the 1951 convention. But unfortunately, it was not well received by the laboratory directors who apparently distrusted our motives. Because of the poor response, the idea of a manual was shelved, the committee was dissolved, and its files were turned over to the Committee on Technique Evaluation which had been formed to aid the Department of Public Health in administering Section 1226 of the Law.

Early in 1953 the Technique Evaluation Committee ran a pilot study. Of the 79 laboratories that received specimens for hemoglobin and icterus index, only 39 reported. From this trial, the committee was able to set up a procedure and make recommendations for conducting future evaluations. The Board of Directors voted to

provide an evaluation service on volunteer basis to any laboratory in which a member of CAMLT was employed.

At first there was resistance but as the laboratory directors became aware that their identities and results were kept secret and that our only interest was in improving performance, they became more interested. In the five-year period from 1954 through 1959, the number of participating laboratories doubled. With their results, the laboratories received a questionnaire on which they indicated the tests for which they wished to be evaluated the next time. The most frequently requested determination was hemoglobin. Other tests which were evaluated included glucose, chorides, calcium, inorganic phosphorus, cholesterol, NPN, BUN, total proteins, albumin, globulin, and uric acid. □

### Tooting Our Own Horn

The pioneers who met in Santa Barbara in 1939 knew that CAMLT would have to toot its horn in order to grow in strength and gain professional standing. Therefore, they formed certain committees for the purpose of telling others about the Association. □

### Getting New Members

The Membership Committee was created to bring non-member technologists into the fold. For the first few years, this committee had no special program for recruiting new members. Pep talks by the president and membership chairmen were the order of the day. The actual work was done at the chapter level, and growth was slow but steady. Then in 1943, the membership chairperson compiled a list of all licensed technologists in the state and launched a first-class membership drive resulting in a

substantial increase.

During the drive, the chairperson became aware of the plight of the technologists who resided in isolated areas of the state, and he proposed that they be permitted to join as members-at-large. This group grew so large that by 1955 it was represented by two Directors at the annual convention. In the early fifties, an increasing number of members expressed the opinion that this membership classification should be abolished. Eventually all applications for membership-at-large were screened by a special committee composed of individuals from different sections of the state.

The first membership contest, which was held in 1952, resulted in a gain of 206 members. The first prize of \$30 was awarded to the San Francisco Chapter for its gain of 127%. The East Bay Chapter, with a gain of 76%, earned the second prize. □

### Displaying Our Insignia

The First official CAMLT pin was designed by Eugene Locke, the first secretary of CAMLT. In 1943 a gold gavel set with a small diamond and attached to the pin with a gold chain was adopted as the official Past President's pin. Ten years later, a plain gold quill similarly attached to the pin was chosen for all editors of THE FILTER who had served for at least two years.

Other insignia of the Association included a sleeve emblem, a car emblem, and the banner which was displayed at all conventions. □

### Meeting The Public

The Publicity Committee, which was formed at the first convention, had as its primary function the task of advertising our profession and our Association to the public.

To compare the standards in

California with those in other states, this committee made a nation-wide survey in 1943 which concluded that personal endorsement and/or ASCP registration were the only criteria used to determine the ability of technologists in most states.

In the mid-fifties, the committee designed exhibits for the State Fair. CAMLT exhibited from 1955 through 1958, however, when it became increasingly difficult to get enough volunteers to staff the booth, the State Fair exhibits were discontinued. It was felt that this program could be more effective at the local level. □

### Filling Vacancies

While the employment service was originally instituted as a benefit for individual members, it has actually helped the entire Association by making employers aware of our existence. The Employment Committee was given top priority at the first convention because it

was found that the new laws had increased the demand for qualified technologists. Eventually, employment listings were published in THE FILTER, with a \$2.00 charge for five lines. At the 1952 mid-year meeting, it was voted to print the listing free of charge. □

### Recruiting For The Future

To insure a continuing supply of future technologists, it became evident that some effort should be made to contact high school students. Since this was a large project for one organization, CAMLT set up a meeting with pathologists, bioanalysts, educators, public health personnel, and hospital administrators. Thus was born the Committee on Recruitment and Training of Medical Laboratory Personnel. Hospital conferences for high school students were conducted around California, and a thorough study done of the present training programs in clinical technology. □

### Tending To Business

While it is only natural that our history should stress the achievements of those who have worked to improve the status of technologists and to let others know about the Association, we must not forget other very important committees. Theirs was not a spectacular program resulting from periodic bursts of energy and enthusiasm, but rather a continuous and never-ending effort.

At the first convention in 1939, the following organizational committees were formed: (1) Ways and Means (Finance) which had the task of making our income stretch to meet our needs; (2) Auditing (Financial Audit) which made sure that our books were kept accurately; and (3) Law (Constitutions and Bylaws) which wrote amendments and checked chapter constitutions. A most important committee didn't even get a name until we incorporated; it was simply known as THE FILTER Staff. □

1939 CAMLT General Council.





## HISTORY AND GROWTH 1960-1969 — YEARS OF EXPANSION

From the acorn planted at Santa Barbara grew, in the years between 1939 and 1959, a sturdy oak which continued to flourish during its third decade. The 400 gathered at CAMLT's first meeting had tripled. Much had been accomplished but there remained, and will always remain, more to be done.

In 1960, CAMLT delegates met in San Diego. An important matter of business was the outcome of a report from CAMLT's President. He spoke at some length on the activities of "mail order" laboratories and their effect on the patient public in California. From that moment, CAMLT dedicated itself to the control and/or elimination of laboratory entities of questionable worth. A new Desert chapter was chartered.

1960 was the "Year of the Degree." Legislation requiring a baccalaureate to qualify for medical technology training was passed in Sacramento, to become effective in 1965. The time lag was built in to allow individuals admitted under previous requirements to complete their programs. A further year's work on the Code of Ethics was approved and is still the guiding philosophy of CAMLT. Two new chapters were chartered: Ventura and Eureka.

In 1962 there was a call for technologists to submit questions for incorporation into the licensing examination. The response was good. More than 300 questions were turned into the Health Department.

A report in "Modern Hospital" drew attention to the quality of graduates of some commercial technology schools. In due course such requirements failed to qualify their students for licensure according to California law. Approval of medical

technology training facilities became the responsibility of California's Department of Health.

In 1963, CAMLT initiated a new service for its members. This was group insurance. Through the following years additional types of insurance were made available, creating a many-faceted group plan.

In 1964 there was a detailed report by a committee created to study the feasibility of a Board of Examiners for Medical Technology. It was decided, as recommended in the report, not to proceed with the formation of such a Board but to remain under the aegis of the Health Department.

To anyone reading a history of CAMLT, it will be clear that the Association has always encouraged active participation by its members—the "grass roots" approach. In an effort to enhance this activity and to ensure greater contact between members and their executive committee, the 1964-65 President recommended the District Consultant concept. This entailed giving each officer and the Finance Chairperson responsibility for keeping in touch with assigned chapters and reporting back to the Executive Committee at its quarterly meetings. The project was adopted as a two-year pilot program.

Other events in 1966 included the opening of a Southern Service Center; a dinner for Dr. Malcolm Merrill, previously of the Health department and one of CAMLT's Honorary members; and a party to honor the member who first started a paper called THE FILTER. Later in that year, Anna Stone was honored for her many contributions to CAMLT, particularly in the area

of bylaws. She had served as President and was the only member capable of steering a delegates' meeting through a Committee of the Whole.

In 1967 at the end of the two-year period, the Association voted to continue the pilot program of District Consultants. At first the Consultants were appointed by the President with specific Chapters assigned to each of them. They were required to attend Executive Committee meetings in person and to relay their information from their chapters; this system has continued through the years.

Also in 1967, and continued in 1968, liaison was established with the Hospital Council of Southern California. Discussions centered on working conditions and salaries in hospital laboratories.

In 1968 a group of California technologists attended a Convention of the International Society in Helsinki. A chapter flight with a tour of European cities was arranged for the group. (An account of the Helsinki trip is presented elsewhere in this history).

At the CAMLT Convention in 1968, there was much debate on the report of a study made to explore creation of a "Fellowship" category of membership. The objective was to provide a method of singling out outstanding members. The consensus seemed to be that the objective had merit but the means to select such individuals was too complex, so the project was shelved. At this same annual meeting it was decided to engage the services of a management consultant firm to study CAMLT's administrative methods. A final report was presented to the Executive Committee in May of 1969 and a

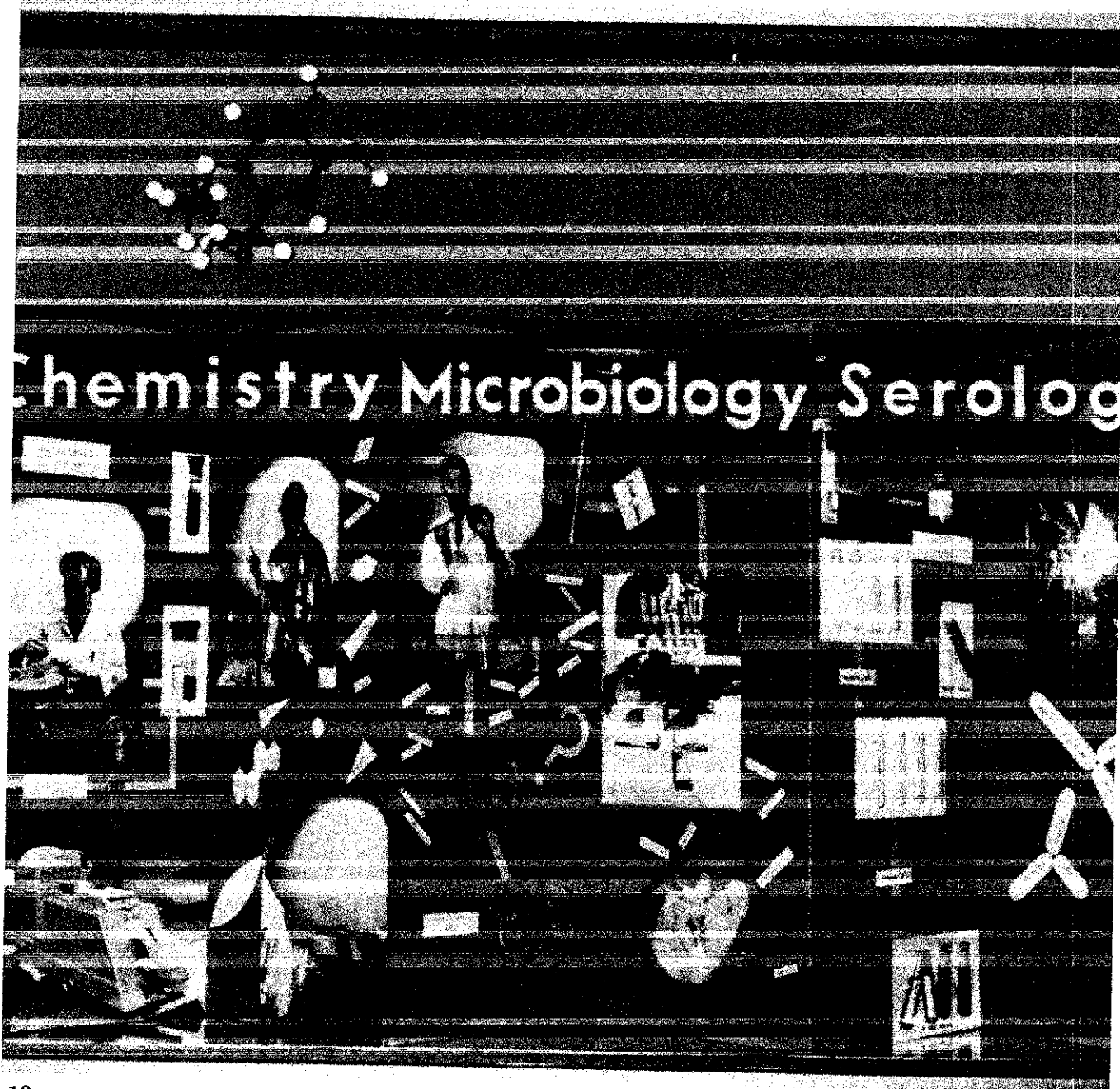
number of the recommended changes were instituted during the ensuing months.

About this time the American Society of Medical Technologists (ASMT), a national group with affiliates in most of the states, ended its involvement with the American Society of Clinical Pathologists (ASCP). This meant that membership in ASMT no longer depended upon

a certificate from the ASCP Registry. There began to be consultation between CAMLT and ASMT members in California concerning the possibility of merging the two California groups and forming a unified affiliate of ASMT in California. Consultation and discussion continued in an effort to learn what would have to be done to achieve a merger. It was recog-

nized that CAMLT would have to rewrite its membership requirements, deleting the requirement for California licensure and ASMT would need to make provision for the admission to their membership of all California CAMLT members, as of the date of affiliation, should it occur. □

*1960 CAMLT Display at the Los Angeles County Fair.*



The decade of the 70's provided CAMLT with a multitude of challenges, changes, decisions and turmoil. Major emphasis during these years centered on personnel relations, legislation, and a variety of activities resulting from the decision to become an affiliate of a national professional organization.

As we entered 1970, priority was given to monitoring the final revisions of the Clinical Laboratory Act and the subsequent development of appropriate regulations. Equally momentous was the time devoted to the study and evaluation of a possible affiliation with the American Society of Medical Technologists (ASMT). Merger with the California affiliate of ASMT, the California Society of Medical Technologists (CSMT) was considered necessary in order to provide a united voice, not only to the federal government and state legislature, but also to fellow professionals on those issues vital to the field of medical technology. California, with the largest number of licensed medical technologists, clearly had much to offer plus a professional responsibility to share thirty (30) years of expertise in legislation, personnel relations, and membership services. By being part of a recognized national organization, we would gain strength in numbers and the necessary clout to achieve our objectives and goals.

By mail ballot, the entire membership was given the opportunity to voice their opinion on this controversial subject. Eighty-eight percent (88%) of those responding voted to affiliate. Based upon this "grass-roots" response, the Board of Directors (changed to House of Delegates in 1971), at its meeting

in San Diego, voted to approve affiliation (117 yes to 11 no). On December 1, 1970, the charter held by CSMT was transferred by ASMT to CAMLT. The merger of the two organizations (CSMT and CAMLT) joined the technologists in California into ASMT's largest constituent society. At that time, all regular members of CAMLT became active members of ASMT whether or not they met ASMT's current membership requirement. Other significant activities during 1970 included the granting of a charter to the new Shasta Chapter and the adoption of a CAMLT Policy Manual. In addition, the Continuing Education Certification Program was accepted as a two (2) year pilot program.

During CAMLT's first year as a constituent society (1971), concerted effort was made to effect the transition from an independent organization to an affiliate of a national society. In June, CAMLT attended its first ASMT Annual Meeting and Exhibit in Las Vegas. A major issue focused on our efforts to press ASMT into establishing an office in Washington, D.C. On the negative side, many members were disturbed with the concept of broad-base membership (open to all levels of laboratory personnel) being considered by ASMT, and to a dues increase double the amount previously anticipated. CAMLT's many faceted activities, particularly in the area of legislation, personnel relations and membership development were acknowledged by ASMT when we received the Column of Honor Award as the outstanding state society in 1971. Following the Las Vegas meeting ASMT initiated its Personnel Relations Matching Funds Pro-

gram which for several years provided CAMLT with some financial assistance, in the expensive area of membership service. However, these positive actions could not balance the adoption of broad-base membership and the dues increase, and there was mounting concern by a strong faction of members that perhaps we had made the wrong decision in affiliating with ASMT.

At the Annual Meeting in Palm Springs, the first item of business was a vote by the Board of Directors (House of Delegates) regarding continued affiliation with ASMT. A majority of ninety (90) to fifty (50) votes were cast to remain affiliated. Immediately following this important decision a series of resolutions were passed clearly identifying California's concerns and expectations from ASMT. These included establishment of the Washington office at the earliest possible date, development of federal legislation calling for uniform standards for laboratory personnel, development of an examination to be made available to the California Department of Health for possible use as the Clinical Laboratory Technologist licensing examination, and establishment of a National Board of Registry, independent of the American Society of Clinical Pathologists (ASCP). 1971 also saw the initiation of a new membership service, Group Legal Service. Activity in the area of personnel relations increased when CAMLT won the NLRB election and the right to represent Kaiser employed technologists in Northern California.

In early 1972 CAMLT's efforts were rewarded with the establishment of the ASMT Washington Office. Because of

his many years of involvement with California legislation, Fred Struve was selected to organize and direct this project. At the ASMT Annual Meeting in Minneapolis, CAMLT was successful in changing representation in the House of Delegates to reflect equal representation regardless of the size of a state society. For the second year, CAMLT was recognized as the outstanding constituent society, by again being awarded the Column of Honor Award. In order to more adequately assess national issues, CAMLT changed its Annual Meeting from the Fall to Spring. At the Annual Meeting in San Francisco, the first nineteen (19) month term of office was established. It would run from October, 1972 to March of 1974.

1973 saw a series of changes in the Executive Office management of CAMLT. In March the Board accepted the resignation of Jim O'Brien as Association Director. A search committee was formed and in August the Board selected Dick Riley as Association Director. The first Spring convention was held in Fresno in May, where one of its significant actions was to discontinue THE FILTER. In November of 1973, the Student Record Center opened in San Francisco, aided significantly by CAMLT's contribution of legal fees. This same year, CAMLT members were called upon to write questions for the examination ASMT was preparing for California. With regret, CAMLT acknowledged disbandment of the Greater Whittier Chapter. By the close of the year, Dick Riley had resigned and CAMLT was again searching for a new Association Director.

In January of 1974, CAMLT hosted its first ASMT Region X Seminar. A formula was devised for distribution of the profits to the region and to the states within the region. This served as an additional source of income for CAMLT.

With the inclusion of non-

profit hospitals under the National Labor Relations Act, heavy demands were placed upon CAMLT's personnel relations program. Recognizing that they did not have the funds or the expertise necessary to meet these demands, CAMLT affiliated with a union, the Engineers and Scientists of California (ESC), for the purposes of collective bargaining, and the bargaining agent CAMLT/ESC was formed.

September 1, 1974 marked the end of an era in the organization. This was the date of Berenice Stevens' official retirement as Executive Director, after over thirty eight (38) years of service with the association she had helped to found. However, she continued on in the capacity of Consultant in her areas of expertise; legislation and personnel relations.

At the Spring meeting in San Francisco, the first Technologist of the Year Award was presented to Alice Inami of the Santa Clara Chapter. This, CAMLT's most prestigious award, was designed to recognize excellence and outstanding contributions to the profession of medical technology. During the 1974 Annual Meeting interviews were conducted for the position of Association Director, and in May, Roger Glancy joined the staff.

In 1975 CAMLT voted to return to a Fall meeting schedule, and once again, the term of office was extended to nineteen (19) months. This year also marked the beginning of the CAMLT Seminar Series. Based upon our educational and financial success with two Region X Seminars, CAMLT designed the Seminar Series to provide quality educational programs as well as additional financial resources for the organization.

In June, CAMLT hosted the ASMT Annual Meeting and Exhibit in San Francisco. At the 1975 CAMLT Annual Meeting in Los Angeles, concerns were again voiced regarding our relationship with ASMT. As a result,

the CERAC Committee was formed to evaluate the relationship between CAMLT and ASMT. That year, Catherine de Coup-Crank of the Los Angeles Chapter was honored as Technologist of the Year.

1976 marked the end of another era in CAMLT that had extended over thirty (30) years. All collective bargaining contracts that had been negotiated solely by CAMLT ended. All future labor activities would be performed by CAMLT/ESC. This body was officially a separate entity from CAMLT, the professional association. The CERAC Committee completed its study and the final report indicated continued affiliation with ASMT based upon the condition that philosophical differences be resolved and that classes of membership in ASMT be revised to offer various levels of involvement and cost. The report also called for assertive leadership on the part of CAMLT in a continuing effort to become more effectively involved in the decision making processes of ASMT.

In the late summer, CAMLT was awarded an educational grant from HEW in the amount of fifty thousand dollars (\$50,000). This was a first for CAMLT in the arena of receiving grant monies for educational programming, and marked the future plans and directions of CAMLT in moving to strengthen continuing education opportunities for its members.

Perhaps the most significant piece of business discussed by the House of Delegates at its meeting in Sacramento that year centered around the recurrent problem of continued affiliation with ASMT. It was decided once again to present the issue of affiliation to the general membership. Other highlights of the Annual Meeting included the establishment of the Judicial Committee, an impartial and informed body to render judicial opinions, and

the establishment of the CEWS Committee to provide guidelines and direction for the operation of CAMLT's conventions, exhibits, workshops and seminars. That same year, Joan Blome of the Santa Clara Chapter was named Technologist of the Year.

The membership poll concerning affiliation with ASMT was taken in early 1977. Of the fifty-five percent that responded, 795 favored continued affiliation while 667 favored withdrawal. Although the vote indicated that we should remain with ASMT, the response indicated that a substantial portion of the membership questioned the value of affiliation.

In the Spring of 1977 Roger Glancy resigned as Association Director. A search committee was formed and a new Director (now renamed Executive Director), Philip James, was appointed just prior to the Annual Meeting at Disneyland. In mid-summer, our affiliation with ESC was mutually terminated. This freed CAMLT completely from any involvement in

collective bargaining activities. That same year CAMLT joined other states in a legislative Minuteman Network. This program, a supplement to the ASMT Keyman Program, provided for "grassroots" contact with state and federal legislators on issues of concern to the profession.

With deep regret, CAMLT accepted the disbandment of the Santa Monica Chapter, but on the positive side, a charter was granted to the new Antelope Valley Chapter. 1977's Technologist of the Year was Annamarie Barros from the Santa Clara Chapter.

Although the results of the 1977 survey indicated that we should maintain our affiliation with ASMT, dissatisfaction continued to mount. The impact of a national dues increase passed at the 1978 ASMT meeting in Denver, coupled with the rejection of CAMLT's proposal for membership options, led to a vote for disaffiliation at the 1978 Annual Meeting in Los Angeles. 1978 also saw the Executive Office moved to San Francisco

after thirty nine (39) years in various Oakland locations. A charter was granted to the Central Coast Chapter, and the Education and Research Fund incorporated. 1978's Member of the Year was Mary Lou Cartwright of the East Bay Chapter.

1979, the last year of this decade found CAMLT once again an independent organization facing challenges, changes, decisions and turmoil. Impending legislation which threatened the elimination of licensure, became a unifying force for medical technologists which resulted in an increase in membership. Unfortunately, CAMLT was plagued with financial concerns as it endeavored to effectively monitor and contest legislation as well as restructure to meet the needs of an independent organization. This year, the Westside Chapter was welcomed into the organization. At the Annual Meeting in San Francisco, Fred Struve of the Santa Clara Chapter was honored as Technologist of the Year. □

*Berenice Stevens at her Retirement Party in 1974.*



## PERSONNEL RELATIONS 1939-1959

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### Taking The First Steps

The history of our participation in the various activities concerned with personnel relations is long and colorful. Being cognizant of the fact that salaries were low and hours were long, each and every member probably hoped that someday technologists would be paid a salary commensurate with the education and/or training needed to obtain a license. World War II provided the spark that catapulted CAMLT into the field of personnel relations on a state-wide basis.

In the June and October, 1944 issues of *The Filter*, the members were given a resume of the negotiations with the War Labor Board. The whole thing started back in 1943 when someone complained against the Permanente Foundation for pirating technologists. Following a study of the complaint, the WLB informed the Foundation that the following salary brackets must be applied to licensed laboratory technologists: \$165 per month minimum and \$180 per month maximum for a 48-hour week, with a \$1.50 per month increase allowable for each six-month period until the maximum was reached.

Believing that the salary range was unjust and below already existing levels, a local committee, in cooperation with the Kaiser Permanente Foundation, initiated an investigation. A salary survey of the technologists in the Alameda, Contra Costa and San Francisco County areas revealed an average salary of \$224 per month for a 48 hour week.

In response to a request by the committee, Dr. Malcolm H. Merrill, then Chief of the Division of Laboratories, submitted

information about licensing requirements for technologists in California. He pointed out to the WLB that 68.3% of the 1023 licensed technologists had bachelor's degrees, and that only 8.5% had but a high school education. Furthermore, he reported that the minimum salary for technologists in State Civil Service was \$185 per month.

Apparently this carried weight, because in May, 1944, a tentative reclassification of laboratory workers was received from the WLB. No salary ranges were included. In response to the Board's request for suggestions and criticisms, the committee drew up a classification which included duties, qualifications, and salary ranges for the following: chief laboratory technologist, senior laboratory technologist, laboratory technologist, apprentice, and laboratory helper. In addition, the committee also submitted the results of the salary survey mentioned above.

On June 5th, the WLB submitted job descriptions and salary brackets for the senior and laboratory technologist classifications. The descriptions were couched in general terms and the salaries were much lower than those recommended by the technologists. A joint meeting of the East Bay and San Francisco chapter councils was called immediately. Dissatisfied with the salary specifications, they decided to register a protest.

The next day two members of the joint chapter committee met with a WLB analyst to see if technologists could be reclassified as professionals. They were told that if technologists were to be classed as professionals under the Salary Stabilization Act of 1942, they would have to

be placed under the jurisdiction of the Treasury Department. However, the Treasury Department wouldn't assume jurisdiction over a group already handled by the WLB unless the employers stated that their employees were eligible for professional rating and made special application for salary adjustments. Since this was obviously impossible to attain, there was nothing left but to continue negotiations with the WLB. As a result of these negotiations, the WLB set salaries for a 48-hour week at the following final levels: Senior Laboratory Technologist @ \$200 to \$220 per month, and Laboratory Technologist @ \$175 to \$195 per month.

While the first negotiations with the War Labor Board were carried on by the East Bay and San Francisco Chapters, the delegates at the 1943 annual convention appreciated the fact that this issue affected everyone and was not confined to just the technologists in the two chapters. Therefore, they set up a Wage Stabilization Committee to assist the local chapter representatives. The delegates also recognized the fact that when the war was over, wage ceiling would cease and we would be able to advance professionally and financially if we were prepared to do so. Therefore, they created a Post War Planning Committee to prepare for a larger and more influential Association in the post-war period.

At the annual convention held in October of 1944, the Post War Planning Committee was instructed to investigate the advisability of affiliation with a labor organization to accomplish salary raises by a revision of the WLB ruling and to avoid any

lowering of salaries due to an influx of poorly trained technologists after the war. Later, this union investigation was taken over by the Wage Stabilizing Committee. □

## The Union Issue

Of all the burning issues that CAMLT had to resolve during its first 20 years, none had as far reaching effects as the question of whether or not CAMLT should affiliate with a labor union. The battle lines were drawn on a more or less sectional basis with the Northern Chapters favoring and the Southern Chapters opposing such an affiliation.

In the June, 1945 issue of *The Filter*, the opening salvos were fired and there appeared the first printed rumblings against affiliation. In that same issue, a synopsis of speeches made to and sponsored by the San Francisco Chapter was published. These speakers, representing the C.I.O., the A.F. of L., and the Association of Industrial Scientists, discussed what their organization could do for CAMLT and explained what our Association would have to do in order to become an affiliate. All agreed that: (1) our Association could remain intact and in control, receiving assistance from the parent group; (2) our standards would be kept high; and (3) there would be no danger of our being involved in a strike unless we ourselves chose to take such action.

As chairperson of the Wage Stabilization Committee, Mrs. Elma May of Berkeley had been given the responsibility of investigating union affiliation for CAMLT. Two subcommittees were formed to help her. Shirley Wilson of San Francisco headed the group that studied the pros, and Ethylene Ford, of Marysville, and her committee investigated the cons.

At the annual Convention which was held in Los Angeles

in October, 1945, one of the speakers at the Saturday night banquet was Dr. Wendy Stewart, a former physician who had become a practicing attorney. She pointed out that we in professional groups have a different code of ethics from those in the trade world. Certain obligations and restraints are imposed upon us by the nature of our work. Therefore, she expressed the opinion that it would be premature for a group such as ours to join an organized labor group. As an alternate course of action, she advised us to gather information on wages, hours, working conditions, etc. From these data, we should establish standards of employment which we should make known to our employers.

Following the reports of the Wage Stabilization Committee and its two subcommittees, Andrew Chamberlain, the delegate from San Diego, asked to have the General Council go on record as to its views on union affiliation. When the voting was over, it was definitely against affiliation. This did not end the matter, however, for the subject was presented once more, this time to both members and nonmembers.

In the spring of 1946, the Post War Planning Committee sent out a questionnaire to 2300 laboratory workers in California. This was divided into three parts: (1) A survey of working conditions; (2) A section on preferred bargaining agents; and (3) A section on preferred plans for the future. A tabulation of replies from 357 persons was published in the July, 1946 issue of *The Filter*.

For example, in the 1946 survey, it was found that 64% of those who answered had either a B.S. or a B.A. Eighty percent of the laboratorians reporting were making salaries ranging from \$40 to \$60 per week. Only 9.6% were making more than this, and the rest were making less.

In the answer to the questions regarding a choice of bar-

gaining agents, the issue of whether or not we should affiliate with a labor union was finally and decisively laid to rest.

Individual bargaining	24.3%
CAMLT bargaining	45.6%

When the Wage Stabilization Committee was chosen to be our official bargaining agent at the 1946 convention, its first goal was to increase membership so that CAMLT would represent at least 51% of all technologists. A sample agreement was presented for use by those groups desiring bargaining. The delegates to the 1946 convention adopted a resolution that CAMLT offer its services as a bargaining agent to any interested employee group. □

## Incorporation

In February, 1948, Mrs. Etta Steen was appointed chairman of the Wage Stabilization Committee, and made the following suggestions: (1) Contracts between employers and employees should be kept simple; (2) A set of standards and personnel practices should be compiled and adopted officially by CAMLT; (3) The name of the committee should be changed to something that did not include the word "wage"; and (4) CAMLT should incorporate.

Mrs. Steen presented these recommendations at the 1948 Mid-year Meeting in Santa Cruz, and they were printed in the July, 1948 issue of *The Filter*. No objection was made and the name of the Wage Stabilization Committee was officially changed to the Committee on Personnel Relations.

While a few articles on the subject of incorporation appeared in *The Filter*, the main argument took place at the annual convention. It took four motions, with endless arguments after each one, to reach a decision to incorporate. The

final vote was 19 for and 4 against. Most of the delegates felt that they needed time to study the material. A fifth motion was made to incorporate, subject to the approval of these documents at the 1949 Mid-year Meeting.

In the interim period between the two meetings, joint chapter meetings were held in northern and southern California. At these meetings, the proposed By-laws were studied and incorporation was discussed fully.

At the Mid-year meeting in San Diego, another motion to incorporate was made. This passed by a vote of 19 to 9. The subsequent discussion of the by-laws became so involved with amendments that the group finally had to become a committee of the whole in order to finish the discussion. Eventually the delegates adopted a set of By-laws which was sent to the chapters for ratification. By the time of the 1949 convention which was held in Pasadena, the Articles of Incorporation had been sent to the Secretary of State, the By-laws had been ratified by the chapters, and most of the chapter constitutions had been reviewed to make sure that they did not conflict with the Articles of Incorporation and the By-laws.

In the spring of 1950, the

Board of Directors signed the By-laws and we were officially a corporation.

The committee on Personnel Relations then became interested in the Eight-hour Day Law for women. At the 1950 annual convention, the chairman recommended that we remain under the jurisdiction of the law. The Board of Directors accepted this recommendation. The subject was reopened for discussion at the 1952 convention. After careful deliberation, the Board of Directors moved that hospital technologists be taken out from the Eight-hour Day Law and be placed under the Industrial Welfare Commission. A bill which accomplished this, was passed by the Legislature in 1953. □

### Collective Bargaining

The Committee on Personnel Relations returned to the task of improving the economic status of technologists. From the data obtained by the periodic salary surveys, the Committee formulated the annual Minimum Standards of Employment.

At the Mid-year meeting of May, 1951, the Board of Directors authorized Mrs. Berenice Stevens to act as the official bargaining agent. In this capacity,

she undertook an active part in bargaining conferences between the chapters of CAMLT and the employers. She also met with representatives of the State Personnel Board and was successful in getting salary increases for technologists working in the state mental institutions.

The San Francisco Chapter began discussions with the San Francisco Hospital Conference in January, 1952. As a result of these discussions, the first written agreement to exist between an employer group and members of CAMLT was signed on April 1st of that same year.

In an effort to stimulate other chapters to do something about the salaries and working conditions of their members, the Committee on Personnel Relations and Mrs. Stevens compiled a brochure for initiating and conducting collective bargaining.

Workshops on personnel relations were held in San Francisco and Los Angeles in 1956 and 1957 respectively. Five months after the workshop in Los Angeles, CAMLT was recognized as the bargaining agent for the technologists at the Kaiser Foundaton Hospital in Fontana. As a result of the subsequent negotiations and agreements, the first contract to be written in Southern California was signed in January, 1958. □

1950 Annual Convention in San Francisco





## PERSONNEL RELATIONS 1960-1979

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CAMLT maintained a high level of activities in Personnel Relations until the last few years of its second twenty. It appeared that many members desired assistance from CAMLT to improve salaries and working conditions. To ascertain the facts, Ralph Hartley and Donald Houston, Industrial Relations Consultants, were engaged in 1960 to prepare and circulate a questionnaire to evaluate the situation. The analysis of the respondents' answers demonstrated that 75% of the members gave strong approval for continued economic action to assist employees to achieve adequate salaries. One hundred percent agreed that employers needed to be influenced in this direction. Also, 75% indicated approval of all parts of a four pronged plan, promoting beneficial legislation, collecting and disseminating information, raising professional standards, and lending personal assistance. The majority of respondents approved of collective bargaining if necessary.

With Ralph Hartley's assistance, a program was developed that did not generally rely on collective bargaining and was geared to the realities of the variegated employer-employee relationships found among the members. One reality was that there was no law guaranteeing collective bargaining rights for technologists. Another was that a large number were employed in small laboratories spread all over the state.

The members desired a rational, factual, professional approach to personnel relations. A program was initiated to provide professional help and tools for a "Do it yourself" program. Collective bargaining was still undertaken when indicated,

governed by CAMLT's policies.

In 1961 a salary survey was conducted. The Minimum Standards of Employment stated in the preface, "It is our conviction that modern laboratories, with their increasing complexities, if they are to continue to exist and grow, are dependent upon competent, adequately trained personnel. In return, medical laboratory technologists possessing the high professional and educational requirements demanded by the needs of the times are deserving of far economic recognition on a par with their professional status."

These guidelines were a welcome tool to use in individual negotiating with employers. Always mindful of professionalism, the code of Ethics was added in 1962.

Also in 1962, the Santa Clara Chapter, in conjunction with the Peninsula and Tri-County Chapters, undertook to educate and inform administrators of the growing shortage in the area. CAMLT's Recommended Standards were circulated, and a meeting was held with administrators and laboratory directors. These meetings with the Central Coast Hospital Conference continued successfully for a number of years.

1966 saw stepped-up action in the Valley, spearheaded by the Fresno Chapter. CAMLT led the effort to maintain the historical difference between nurses' and technologists' salaries.

A relationship was established with the Southern California Hospital Council. CAMLT staff worked with them to delineate the areas and nature of a liaison between the two associations. The Council employed Greffenhagen Kreoger to make recommendations to them

regarding salaries. CAMLT represented technologists with both the Hospital Council and G & K. Over two hundred laboratories were involved. CAMLT's attorney, David Gilmore, Robert Leventhal, Industrial Relations Consultant, and Berenice Stevens, met with Hospital Council staff and G & K in March. A general meeting of all involved technologists was scheduled to explain the nature of the liaison and to structure a democratic approach.

At this time members of the San Francisco Chapter asked the Personnel Relations Chairman for representation in negotiating salaries and working conditions. A draft of new job classifications was prepared and submitted to the Hospital Administrators. This draft, requiring a substantial salary increase, was approved and accepted by San Francisco and Marin County Hospitals.

Local 770, Retail Clerks, and Local 399, Service Employees had a jurisdictional dispute over clinical laboratory technologists in the Los Angeles area. Most of the technologists were not in favor of either union and sought help to resist unionization. In November CAMLT engaged Bluestone and Marron to do a study of technologists' salaries to include salaries of comparable occupations outside the medical industry. The report was used by individual members and included in Robert Leventhal's brief to the Southern California Hospital Council Liaison. At the 6th annual meeting of the Santa Clara Chapter and the Administrators and Pathologists, the B & M report proved an effective tool because it so clearly demonstrated low pay in the hospital industry.

Technologists in many hospi-

tals, especially in the South, were caught up in union elections and asked for help. Gradually the technologists learned that the time to protest was before the election had been scheduled.

Local 250, Service Employees, had represented technologists in most of the Northern California Kaiser Hospitals since the formation of the foundation. Kaiser-Oakland had been represented by CAMLT since 1956. Since Kaiser Foundation was not nonprofit, CAMLT petitioned the National Labor Relations Board for a representation election. It was a three-year struggle, but an election was scheduled in all of the hospital laboratories. CAMLT won the election, bringing all of the Northern California Kaiser Permanente Medical Group employed technologists into one bargaining unit. Negotiations commenced on May 26, 1971, which resulted in a ratified contract in April 1972. Robert Leventhal assisted Berenice Stevens with the negotiations.

When Federal legislation was passed giving jurisdiction to the NLRB over nonprofit hospitals, the large labor unions

were ready to move into the field. It became evident that hospital employed technologists would probably be included in multi-occupational units under a plethora of unions. CAMLT became concerned over the possible fragmentation of the profession, and investigated ways to avoid it.

The Board of Directors recognized that CAMLT did not have the professional and clerical staff or the financial resources to either effectively negotiate or absorb the staggering attorney fees incurred by NLRB hearings. Therefore, the Engineers and Scientists of California, a union of professionals that did have the resources, was approached. The membership followed the Board's recommendation and voted to affiliate. CAMLT/ESC was formed to do the collective bargaining, while CAMLT retained its autonomy.

CAMLT/ESC included all of the technologists under CAMLT contracts. An informational packet on the affiliation published by CAMLT, proved to be a great help in answering members' questions.

During its first year,

technologists in over thirty hospitals and clinics sought representation by CAMLT/ESC. In more than ten cases professional status was the key issue. Petitions for elections were filed with NLRB for all locations. In landmark decisions, one at the Federal level, the NLRB declared clinical laboratory technologists to be professionals under the NLR Act. These decisions were important in preventing technologists' inclusion in non-professional bargaining units.

Since CAMLT's parent organization, ASMT, had problems with the idea of dues collection by the union, educational fees were collected by CAMLT until nullified because of problems. Administrators confused CAMLT/ESC with CAMLT, causing difficulties for administrative technologist members. Finally, in 1977, CAMLT severed relationships with ESC, and declared itself no longer a collective bargaining agent. Representation by a professional union was, however, available to all California technologists, so the original goal had been achieved. □

1970 CAMLT Officers: Lowe, Bernstein, Blome, Parada, Lucero, Hughes



# THE FILTER

In the late fifties, The Filter became a bi-monthly covered journal publication. A monthly, mimeographed newsletter was produced in the office to complement the new Filter. Between the two publications all types of material could be accommodated. In-depth lengthy articles appeared in The Filter, while timely information could be rushed to the membership via the Newsletter. When the Newsletter was upgraded, it could still be produced and mailed within three days.

The material in The Filter kept expanding. In 1960, Editor Patricia Nopper and her staff decided to print The Filter under a smaller cover. The small two-column page saved the Managing Editor many hours in

make-up time for the page dummies, accommodating advertisers. The smaller size was also thought to be more professional in appearance. Published quarterly, The Filter was fifty to sixty pages. Association activities, including Board, Executive Committee, and Chapter Meetings, seminars, and conventions were reported at length, leaving room for scientific articles, reviews, and abstracts. The result was an interested, informed, and therefore participating membership. The Filter and Newsletter were sent to members only, except when a massive legislative response was needed.

Jay Der Hairbedian served as Editor in the early sixties and continued to expand the coverage. As always, the Editorship

was a demanding, time-consuming volunteer job. In the later sixties, Margaret Gilbertson, another dedicated Editor, maintained the quality and added some new dimensions. Publication was cut back to once per year when CAMLT joined A.S.M.T. in 1970.

A management consultant's study in 1969 demonstrated the membership's appreciation of The Filter, and their lack of desire for a slick publication.

In 1971 and 1972, only one issue each year was published, with Lee Good as Editor, and James O'Brien as Managing Editor. 1972 marked the end of thirty four years of continuous publication. Publication of a newsletter continued with the name subsequently changed to NEWSLINE. □



# THE FILTER



A Paper for Technicians and by Technicians

Vol. X—No. 1

Published by the California Association of Medical Laboratory Technicians

February, 1948

## THE PRESIDENT'S SCOPE

This year, for the first time, the Board of Health has asked the Association for recommendations for representation on the Technicians Advisory Committee. The Board makes the appointments from a list of candidates whose names are proposed each year. However, since some of the candidates may not be members of the Association, it cannot be assumed that a member would receive the appointment. Since we are allowed this privilege of recommending three names from the North and three from the South, I would like to have each chapter submit the names of their most qualified members at the Fall meeting. The Executive Committee can then review the names and recommend three from each area to the Board of Health for their approval.

We are very happy to announce the appointment of Miss Maxine Wertman of Los Angeles to represent the technicians from the South on the Advisory

## RECENT CHANGES IN THE CLINICAL LABORATORY ACT

About two years ago the Regulations of The Clinical Laboratory Act were made a part of the Administrative Code of the State of California under Title 17, Regulations of the State Board of Public Health.

Recently the Regulations were revised to conform with the existing laws and additional amendments were made by the State Board of Public Health. Under a new system of administrative procedure initiated for all State agencies, the first public hearing on these revisions and amendments was held December 19, 1947. There were present about twenty to twenty-five people who met with the State Board of Public Health and were permitted to discuss item by item the changes proposed. As the Association felt desirable all changes they had no suggestions to make. Immediately following the hearing, the Board accepted

## ASSOCIATION LEADER



Berenice Stevens

## CAMLT'S INTERNATIONAL CONNECTION

CAMLT sponsored three trips to the CAMLT Congress. The first trip in 1968 for 80 members and relatives took off for Helsinki, Finland. On the first day of spring, in Stockholm, daylight woke many at 2 A.M., thinking it 8 A.M. On to Finland, where we attended the opening session, mayor's reception and lectures.

Twenty-five persons then took off for a grand tour, which began with the flight back to Stockholm and then to Copenhagen, followed by a fantastic trip on the train from Denmark to Hamburg. Ask any member how we threw our luggage off and how our guide was calling "California" with a French accent, up and down the coaches!

Once Robert, the guide, found us, we started off on a Rhine cruise, a stop in Rothenberg, and on to Austria. We crossed the Southern alps into Italy. The Fourth of July was spent in Venice, singing all American

songs while having refreshments in the plaza.

We continued on to the eternal city of Rome and all her magnificent beauty. A stop at Assi and into Switzerland, where we shopped for our watches. Our arrival in Paris on Bastille day was an event we will never forget because we had a bus break down on the holiday. The hotel held our dinner until 10 P.M. Sightseeing in Paris and then on to Brussels for more, and finally joining the other members in Amsterdam for our trip home.

Because of the successful first trip, a second International Congress was attended in Copenhagen two years later. Again the opening session, mayor's reception, city sightseeing, and gala banquet and meetings were excellent.

After the meeting, members took off for various areas of Europe. We all met in Copenhagen for the return to California.

Very interesting to hear California members' papers being heard in three languages. Two years later we again took off for the Vienna Conference. Again we had members presenting papers. This time we flew to Athens — took a cruise to the Greek Islands and Turkey, a bus trip to Delphi, and off again by air to Yugoslavia. A beautiful trip up the Dalmation coast and on to Salzburg and Vienna. Two members were lost in a national park but found, one broke her ankle boarding the plane home. We missed our scheduled flight in New York and had to be routed on the "milk" plane to Buffalo, Chicago, and home.

All ended well, and the commandant of the group was beyond help. We saw the laboratory and hospital facilities in many countries, and met many of our colleagues overseas — a trip of great experience. □

1968 International Meeting in Helsinki, Finland



## OUR LEGISLATIVE RECORD 1939-1959

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As long ago as 1923, the State Board of Public Health authorized a system of inspection and certification of diagnostic laboratories. Clinical and public health technicians were examined and certified on an entirely voluntary basis.

In 1935, a bill pertaining to the conduct of and the issuance of permits to laboratories was introduced in the Senate. Technicians in the San Francisco-East Bay region supported this bill which was passed but was later declared unconstitutional by the Attorney General. Two years later, pathologists, technologists, and some existing groups of technicians participated in a cooperative venture that resulted in the first Clinical Laboratory Law. This law, which became effective in 1938, required that technologists and technicians be licensed. However, it wasn't until May, 1939 that the Division of Laboratories of the Department of Public Health began the administration of the new law.

Less than a year after CAMLT was formed, the Association drew up a bill providing for a Board of Clinical Technicians' Examiners to be composed of technicians, technologists and pathologists. At the hearing of this bill before the State Board of Public Health, a representative from the pathologists' group presented a proposal which would repeal the law, create an examining board consisting only of pathologists, issue only limited licenses, and provide for reciprocity with the National Registry. Dr. W.J. Kellogg, Chief of the Division of Laboratories, pleaded the case for the technicians and explained why this proposal was absolutely unacceptable to them. In an effort to eliminate the need for legisla-

tion, the State Board of Public Health promised to create an examining committee. When no action had been taken in a reasonable length of time, CAMLT had the bill introduced into the Assembly. The bill was withdrawn because of overwhelming opposition from several powerful groups and because it was the Attorney General's opinion that it would be unconstitutional to create a board within a board. Shortly thereafter, the State Board of Public Health created two Technicians' Advisory Committees, one in the north and one in the south.

In 1947 a great deal of alarm was created by a bill which made it illegal for technicians and technologists to puncture the skin. Other interested groups joined us in a flood of mail, and the bill was defeated. Two years later, a bill which stated that there was nothing in the Medical Practices Act to prevent a technician or technologist from taking blood from patients on authorization from a licensed physician and surgeon was introduced into the legislature for us. This was vetoed by the Governor. Another bill which we had not supported and which gave us the right to puncture the skin for test purposes was passed and signed by the Governor. Because this bill permitted acts beyond the technician's province, it was felt that the time had come to make a complete revision of the law.

For the next two years, the Advisory Committees and the Division of Laboratories spent many hours at this task of rewriting the law. After seven revisions, they finally accomplished their objective, and a bill which all three groups could support was introduced into both the Senate and the Assembly.

At the hearings before the Assembly Public Health Committee and the Senate Business and Professions Committee, there was quite a bit of opposition to the bill from certain groups not represented on the Advisory Committees. As a result, a few amendments, which we did not oppose, were made to the bill, after which it was passed by both houses of the legislature. It was signed by the Governor and became effective January 1, 1952. Meanwhile, CAMLT had to join the fight against another bill which would have lowered the educational requirements and professional standards markedly.

Our next legislative activity occurred in 1953 when we supported a bill that removed clinical laboratory technicians and technologists from the jurisdiction of the Eight-hour Day Law. The bill was passed, and it became permissible for us to work more than eight hours a day in an emergency provided that we are paid time and one-half for the overtime.

A few words should also be said about the Clinical Laboratory Technology Advisory Committees. Although they were originally set up as examining committees, it wasn't long before their activities broadened to include matters of policy. The Division of Laboratories consulted the committees on all but the most minor matters of policy. Therefore, when the State Board of Public Health reorganized the committees in 1959, it also gave the committee members the official authority to do what they had been actually doing for at least 13 years. □

## OUR LEGISLATIVE RECORD 1960-1979

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CAMLT continued to be politically active in the 60's and 70's. William White in his book "Public Health and Private Gain" observed that "In 1961 the first real test of the power of the technologists began when a bill was introduced sponsored by the pathologists to license laboratory aides. With the support of the Department of Health CAMLT was able to defeat the bill but this was the first of many skirmishes."

In 1960 CAMLT resolved to sponsor legislation to raise the qualification for licensure to a baccalaureate degree, to be submitted to the 1961 Legislature. Norman Baldwin, attorney, was engaged to assist with the lobbying, and Senate Bill 819 was introduced by Senator John Thompson, Santa Clara. It was supported by Laboratory Field Services, but opposed by the pathologists. A delegation from CAMLT negotiated a compromise with the pathologists providing for a qualification giving recognition to A.S.C.P. registration, a total of 5 years of education and experience, and the registration required for admission to the examination. Tremendous grassroot support assisted in passing the legislation and the realization of a long-standing goal.

In 1961 California's Bioanalysts sought to raise the qualifications for that license to a Ph.D Degree and to add a specialist's license at the Directors Level for chemists and microbiologists. Opposition from CAMLT and others defeated the proposal.

CAMLT also sought to effect some control over out-of-state laboratories contracting with M.D.'s in California. This was supported by the Health Department but opposition from physicians succeeded in having the

bill sent to Interim Study. In 1963, the Legislature passed legislation permitting technologists to bleed blood donors and to allow students to register as trainees in their fourth year if they were planning to receive a degree at the end of the training.

In 1963 the use of Laboratory Assistants to do tests was determined to be illegal. CAMLT appointed a committee to study the use of such aides.

A Health Professions Council was inaugurated by the San Francisco University of California Medical Center to explore and develop new concepts in the training of personnel and delivery of Health Care Services. CAMLT members participated in the deliberations of this Council. Because of the shortages that were presumed to exist there was pressure to establish new careers, career ladders, and downgrade entrance requirements.

The Health Manpower Council of California was formed, and Berenice Stevens was appointed by the Legislature and subsequently reelected, serving for the seven years of its existence. The Council did much to dispel the myths regarding shortages. A study published by the Council in 1970 of Health Occupations shortages found only a six percent vacancy rate for laboratory technologists, considered normal. In 1964 an opinion was rendered placing cytology under the Clinical Laboratory Act. In 1965 CAMLT engaged a legislative reporting service to inform it of all legislation of interest and to follow particular bills as required.

Recognizing the mounting pressure for change, Dr. Howard Bodily, California State Department of Health, undertook a

revision of the clinical Laboratory Laws. Dr. Bodily decreed that unless changes were agreed to by all the professional societies directly involved, they would not be proposed. The most significant changes in the legislative proposal concerned schools, maintenance of records available for inspection, and terminology regarding licensing of trainees and others to facilitate administration. The exemption for State operated laboratories and the total exemption of doctor's office laboratories was repealed, and only academic institutions and federal laboratories remained exempt. The proposal permitted establishment by regulation of activities, qualification and supervision of unlicensed personnel, i.e. Lab Aides, including isotope and cardio-pulmonary technicians. The Legislature's analysts changed the proposal to require that the supervision be done by a licensed technologist or a director functioning as a technologist. This revision established in detail the qualifications for technologist, limited technologist, and bioanalyst licenses. The advisory committee became mandatory to assist, advise, and make recommendations for rules and regulations required for enforcement.

Following introduction of the legislation in 1970, amendments were sought by the bioanalysts to raise the qualification for Bioanalyst license to a Ph.D degree. This failed, but Specialists licenses at this level were included.

The pathologists sponsored legislation introduced by Assemblyman Willie Brown in 1970 to license a technician classification. CAMLT hired an experienced lobbyist to defeat this legislation. CAMLT gener-

ated a massive letterwriting campaign in opposition to the bill, which succeeded in stopping the bill in Committee.

Many other bills of interest were introduced during this period. Bills to permit MS's to train persons to perform tests on his patients, to require the Federal government to recognize the California license under Medicare requirement, to exempt doctor's office labs from proficiency testing, to require M.D. laboratory directors to take an examination, and to exempt persons performing blood gases in a cardiopulmonary laboratory.

In 1976 the California Medical Association's delegate body resolved to form a committee to develop legislation to license Nuclear Medicine Technologists. CAMLT's chief concern was to make certain that licensed clinical laboratory technologists would be automatically qualified to do in vitro testing. A bill was introduced and after a prolonged battle licensure was not approved but Nuclear Medicine technologists were identified and required to meet standards.

As a result of a conference of A.S.M.T. Keypersons held in Washington, D.C., a State Minuteman program was adopted in 1976. The purpose of the minuteman program was to enable CAMLT to activate an effective letterwriting network at a moment's notice.

In 1979 a bill to permanently exempt persons performing gas analysis from the clinical laboratory laws was enacted in spite of CAMLT's attempt to have it amended to require some educational standards.

However, the most alarming legislation to appear in decades surfaced in 1979, in the form of AB1086. It was an outgrowth of a study conducted by the Department of Consumer Affairs, called the Medical Technical Practices Act of 1979. It proposed to discontinue the current system of licensure and replace it with a system of symbolic cer-

tification. The same certificate would be given to a person with three years of in-service training as to a bioanalyst. CAMLT launched a massive campaign informing all California licensed technologists of the bill, and asking them to write letters to legislators. The bill was withdrawn by its author. □

### Federal Legislation

With the passage of Medicare, HEW undertook to develop standards for medical laboratories. National studies exposed the scandalous practices and inaccurate testing in the nation's clinical laboratories. When exposed on T.V., public pressure for control mounted and passage of the Clinical Laboratory Improvement Act of 1969 resulted, authorizing the

Communicable Disease Center to adopt standards for Independent Laboratories. CAMLT put a lot of effort into trying to keep the standards high.

### In Retrospect

CAMLT's first 40 years have been marked by significant advances on behalf of the membership and the profession. As a result of CAMLT's efforts, California's medical technologists are the most thoroughly trained and highest paid in the nation. Now, as CAMLT looks toward its fifth decade, many challenges remain. It will be up to a new generation of dedicated professionals to protect and maintain the growth that has been achieved for them, and perhaps to plant some acorns of their own. □

*Berenice Stevens, Senator John Thompson, Governor Edmund (Pat) Brown, Signing Senate Bill 819 — June 14, 1961.*

