

Josephine Hallock		RELEVANT OCCURANCE																Land		Labour				Union Action & Responses				
Source ID	Decade (Time)	Specific date	Type	Sector (NAICS 2022)	Type (as identified in interview)	Role or Occupation	Name	Location	Description	Related quotes from interviewee	Reason for leaving (if applicable)	Age	Marital Status	Union Status	Other context	Organizations/ Businesses named	Individuals named	Nations & Geographical Region	Labour Categories	Indigenous Labour in the Sector identified in record	Labour Affiliations	Other Affiliations	Union Support	Labour Strategies	Employer Strategies	Community Support		
J1	1940s	1940-1942	Employment	814110 - Private households	Private Households	Domestics	Hallock speaking generally but with some references to personal experience.	Vancouver	A pool of cheap due to lack of employment. The going rate was \$.45/hour which a prominent woman who had served on the Unemployment Commission during the war held up as "quite reasonable". Hallock assumed this must mean the rate was lower in the 30s, unless on a farm, where wages were slightly higher, but the work seasonal. Domestic hours were long and you were "at the beck and call of the family". Domestics were treated like servants and there were no rights or work standards. They mostly had to eat in the kitchen, not allowed to mix with the family, small rooms, privileged to have a nice room with bath, nor radio. Half a day off per week and every other Sunday.			A mix: some young, single with no skills and others middle-aged who had experience with their own families.	single and married	non-union		Unemployment commission, WWII		Unceded Territories of the x'm9kwayem (Musqueam), Skwxw7mesh (Squamish) and s'illwatat (Tsilil-Waututh) Nations.	Domestic	no	none	none	no or minimal. unclear from interview	none	none	none	none	
J1	1930s-1940s	1936-1940	Employment	814110 - Private households	Private Households	Domestic	[JJ Forster]	Vancouver	Hallock said her employers (doesn't specify who) were "very, very nice" and "I learned a lot from them".		Marriage	31-35	single	non-union			J J Forster	Unceded Territories of the x'm9kwayem (Musqueam), Skwxw7mesh (Squamish) and s'illwatat (Tsilil-Waututh) Nations.	Domestic	no	none	none	no	none	none	none		
J1	1940s	1943	Organizing	814110 - Private households	Private Households	Domestics	Trades and Labor Congress of Canada	British Columbia	An attempt was made by the TLCC to organize domestic workers. Hallock took part. There was an active membership of women who were "in different kinds of positions" [unspecified] dissatisfied with the wage structures, what was expected of them. Hallock says that wages did start to go up year after year [does not say if this had anything to do with their efforts]. Says they were less concerned with wages as they were fed in with room and board and accommodation and food were generally "fairly good"; they wanted all domestic workers as a group to be taken in under the Provincial Govt. Workmen's Compensation, the Hours of Work Act, and the Minimum Wage Act. Also concerned about poor work conditions in nursing homes. They met with the BC Cabinet, and Health and Welfare minister Weir, who had a good reputation of listening to arguments. He lent his support, however, the Cabinet rejected their suggestions.	Cabinet response was "Well, we sympathize with the women," and so forth, and most of these men had servants in their own home. And they said that you couldn't interfere with a man's home, it was his own castle. You couldn't go in and organize, how could you? You couldn't rap on the door and say, "I want to come in and organize your help," this was not heard of. "	Given the transient nature of the employment members fell away from the organization, became ill, and it eventually had to be dropped. Also war work started hiring women for higher rates and better conditions.	38-39	married	union work	They did research on Scandinavian countries, Sweden in particular; contacted England's National Association of Home Help Servants.	BC Govt cabinet, Trades and Labor congress of Canada; Workman's Compensation, BC Health and Welfare;	Rolie K. Gervin	Unceded Territories of the x'm9kwayem (Musqueam), Skwxw7mesh (Squamish) and s'illwatat (Tsilil-Waututh) Nations. ; British Columbia	Domestic	no	Trades Labor Congress of Canada	none	Applying the power of the overarching Labor Congress to a sector that had remained unorganized in Canada.	Getting meetings with government, applying organizing skills developed in the trade union movement. Finding and targeting govt members who would listen and address their concerns.	Ascerting the privileges of the home and the essentially domestic nature of the environment to undermine workers' rights.	Hallock critical of the lack of support from women's groups.		
J1	1940s-1970s	1943-1978	Organizing	Trade Union	Trade union organization	Member	Trades and Labour Congress Council (merged in 1956 bcoming the Canadian Labor Congress, Vancouver Labor Council, and BC Federation of Labour)	Vancouver	Hallock became a delegate for the Domestic Workers Unions.			38-73		union work		Domestic Workers Union, TLCC		Unceded Territories of the x'm9kwayem (Musqueam), Skwxw7mesh (Squamish) and s'illwatat (Tsilil-Waututh) Nations.	Domestic	no	none	none	yes	Domestic Union delegate being domestic worker	none	none		
J1	1940s	1941-1942	Employment	Hospital work	Hospital	Domestic	Vancouver General Hospital	Vancouver	Worked about two and a half years and would have continued but her husband didn't approve of her working. She worked in the Hospital Women's Unit and was its first President. It was shortly after organized by the Civic Employees by William "Bill" Black who brought the women and men into one union.			36-37		union		Vancouver General Hospital, Civic Employees Union	William "Bill" Black	Unceded Territories of the x'm9kwayem (Musqueam), Skwxw7mesh (Squamish) and s'illwatat (Tsilil-Waututh) Nations.	Hospital, Domestic	no	none	none	yes	Brought men and women into the same union	none	none		
J1	Unspecified	Unspecified	Organizing	722 - Food services and drinking places	Family owned businesses	Restaurants		British Columbia	Family owned businesses needed a minimum of 5 workers to unionize, and difficult to do. These include "Ma and Pa" restaurants, niche restaurants. Usually antagonistic towards unions in general in the service field.					non-union				British Columbia	Restaurants	no	none	none	Some	HREU Loc 28	Family-owned restaurants resist unionization	none		
J1	1950s	1952-1978	Union Label movement	Trade Union	Trades and Labour	Unions		British Columbia	Became involved in the HREU Local 28 because they wanted a union in their own business. She became interested in the union label, shop cards, and button movement. She says it was women who started sewing the union labels into garments. She would travel across Canada to functions for the union label trades department o the Canadian Labour Congress. Josephine served as Regional Executive Vice-President on the union label trade department until 1978.			47-73	married	union work		HREU Loc 28; Trades and Labour Congress of Canada.	Ed Smith, BC union label organizer.	Unceded Territories of the x'm9kwayem (Musqueam), Skwxw7mesh (Squamish) and s'illwatat (Tsilil-Waututh) Nations.	Family business	no	Trades and Labor Congress of Canada.	none	Executive positions and structure for the Union Label movement.	Union workers on committees sewing labels into garments; including union labels in agreement negotiations (brewer's a successful example); selling the idea to employers as the union label ended up on the cartons, bottles, corks, labels, packaging.	adding union labels in bid to be supported by union members in general and union-sympathetic population	Union workers agreeing not to patronize non-union restaurants or hotels was very important to success.		
J1	1940s +		Union organizing	Trade Union				British Columbia	Josephine: In the early days male dominated. Her first encounter with them was at the old Labour Temple. She remembers two women who were very active "activists really", and those were the first she had met with power in that union. She mentions Sister Chris Fidel, a worker at the Aristocrat, becoming Business Agent later on for the HREU Loc 28 and another in Victoria. At the International level she says the US had a number of capable women on the International Board			35+		union		HREU Loc 28; Labour Temple; Aristocrat ; International	Sis Chris Fidel	Unceded Territories of the x'm9kwayem (Musqueam), Skwxw7mesh (Squamish) and s'illwatat (Tsilil-Waututh) Nations.	Restaurants; Trade Union	none	none	none	yes	More women gaining power in a traditionally male-dominated union positions	none	none		