Emi	y Nuttall	RELEVANT OCCURANCE														Land		Labour			Union Action & Responses						
Sc	urce ID Dec	ide (Time) Specific o	iate Tyl	e	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
	K1 1970	s 1979	General commer waitress	ts on servi	- Food R rices and king places	Restaurants	waitress			Remarks on the high turnover of staff in restaurants as detrimental to a stable union membership. Part of reason was that wailing was not treated as a profession; it was assumed in was a stopgap in people's lives and that this industry-wide attitude existed was rooted in sexism because 90% of the wait staff was female.			٤	57 widow	be pro sh wa fee wo Sh wi	mily talks about the vast difference stween people who learn or train in the offession vs people who come in for only a nort time. There is a hard core of altresses that stay in the profession. Emily els it suits a particular personality omen who enjoy food, entertaining people. the talks about the value of sharing food ith people - it relaxos them and opens em up.				Restaurant workers, women waitresses.	no	yes		Women from the HREU started collaborating with the restaurant sector to offer courses in waitressing, original classes were run out of the Women's Building.	none	For some employers this stigma towards women waitresses allowed them to pay less and to enforce shift work.	none
	K1 1940	s mid-194	0s Trade U	Acco	omodation Food	lotels	Chambermaids, restaurant workers		Hastings Street, Vancouver	Some small hotels on Hastings Street were owned by ex-loggers and former union members.While HREU saw these as easy to organize and negotiate with, they felt they shouldn't start their organizing hotels that way: it would expose the small hotels, would mean multiple contracts with inclvidual hotels, and that organize the big hotels would move hotel organizing forward with more momentum.		al	ot 30+	married 1946	non-union but aligned				Unceded territories of the xmme8kweyem (Musqueam), Skwxwú7mesh (Squamish) and selliwetał (Tsleil-Waututh) Nations	Hotels	no	HREU Loc 28	none		HREU considered the negative effects on its union and the small hotels if they were to start their hotel organizing campaign with them.		none
	K1 1940			Acco and Serv	omodation Food vices	lotels	Chambermaids, restaurant workers		Vancouver		invited us if we would like to have a drink, or would like to have some coffee, and sent us on	al	ot. 30+		ma	elt that they were dismissed easily by the anager because of their gender and age.	HREŬ	(Martin)	Unceded territories of the x*ma9kwayem (Musqueam), Skwxwú7mesh (Squamish) and selilwetat (Tsleil-Waututh) Nations	Hotels			none	would be starting unionizing.	large, prestigious hotels to build the union membership and build campaign momentum.	Dismissive of union organizers; use politeness as a way of deflecting your intent not to allow organizing.	
	K1 1940	s mid-194	0s Trade U	Acco	omodation Food	Hotels	Chambermaids, restaurant workers	Georgia Hotel	Downtown Vancouver	Union sent in rotating teams of 2 to quietly meet with workers (teams had different assignments - ie cooks, or belibnys, or chambermaids) and sign them up starting earlies shift. Organizers would go floor by floor to meet with the chambermaids. They didn't stay long so they would not look suspicious. Organized in collaboration with the service industry maintenance and service union. By the afternoon they were pretty well finished sign ups.		al	ot 30+	married 1946	HREU Local 28			Stan Smith, officer in maintanence and service union.	Unceded territories of the xmme8(kweyem (Musqueam), Skwxwu7mesh (Squamish) and selilwetał (Tsleil-Waututh) Nations	Hotels		HREU Loc 28 organizers		deploy others to sign up workers. Signing with speed essential. Unionizing a large hotel was key to the hotel org campaign.	signup campaign. Getting help from aligned union locals.	none	none
	K1 1940			Acco and I Serv	omodation Food vices	lotels	Hotel workers		British Columbia	Following Georgia Hotel organizing very favourable contracts were going to be signed with hotels sympathetic to the union. BC Hotel Men's Association contacted HREU and said they would take over negotiations for all hotels in BC. result was that every hotel HREU signed after that agreement, came automatically under that agreement. HREU would be reconized as the master agreement and was the groundwork under which other hotels would be renegotiated. Any conditions we felt needed to be importived, was. A landmark in organizing.			ot. 32	married	HREU Local 28		HREU; BC Hotel Men's Association		Unceded territories of the xmme8kweyem (Musqueam), Skwxwú7mesh (Squamish) and sellilwetat (Tsleil-Waututh) Nations; British Columbia	Hotels	no	HREU Loc 28	BC Hotel Men's Association		Leveraging power with BC Hotel Men's Assn	BCHMA decide better to be a part of the process than outside of it.	none
	K3 1940	s mid-194		Acco and Serv	omodation Food vices	lotels	Hotel workers		Columbia	The Building Service Employees Union also helped organize the hotels as some staff fell under their jurisdiction. Loc 28 would have preferred not to have two unions in one building and to take them all in. However, she credits them with being "darn good" at the negotiation, worked hard at organizing, and Loc 28 was able to work with them.			ot 32	married	HREU Loc 28		HREU Local 28; Building Service Employees										
	K3 1940	1945	Trade U	servi	- Food R rices and king places	Restaurant Sect	t Waitresses		Vancouver BC	Changed shift work for waitresses. Mandatory minimum for shift was 4 hours whether you worked the whole time or were sent home; could only be one spil and had to be within 12 hours. HREU also passed legislation after a brief was sent to the Labour Relations Board that the employer had to pay for a waitresses transportion home if she worked between the hours of midnight and 6am. Legislation resonated following the murder of waitress Olga Hawryluk by a customer at 3am as she walked home from a late shift.		ai	ot 28	single	co sh be - a	any interviews in this series make mments on the dangers for women of ifft work. There is a history of legislation eing implemented following these murders and sometimes of politicians and police sing them to their advantage.		[not mentioned by name but	Unceded territories of the x*mə6kwəyʻəm (Musqueam), Skwxwú7mesh (Squamish) and selilwətat (Tsleil-Waututh) Nations; British Columbia	Restaurants	no	HREU Loc 28	none	HREU drove legislation miminizing shift work.	educate the public and legislators about the		of I
	K3 1940	1940-19	45 Trade U		- Food H rices and king places	lotel and Resta	u Union Organizer	Hotel and Restaurant Employees Union Local 28		The International Union determined how much they would invest in the work of Local 28 - Would support if they saw progress. Loc 28 received small amounts of money at any one time and had to make a request for each. The membership supported the Business Agent; the Local was finally able to staff an office with special funds from the International, President was not paid.					HREU Local 28		HREU Local 28			Hotel and Restu	i no	HREU Loc 28	International Union				
	K3 1940	s 1939-19	45 Trade U	servi	- Food C rices and king places	Canteens	Union Organizer	Hotel and Restaurant Employees Union Local 28		Local 28 union efforts supported by war workers who did not want any section of the war industry not unionized. Bollemakers gave till support. They would contact Loc 28 to let them know where and how many people needed to be signed up.	"We never really organized the canteens. The war workers organized them. They really handed them to us."				HREU Local 28		Boilermakers Union; HREU Loc 28			Canteen workers	₹ no	HREU Loc 28	Boilermakers Un	assisted	Communication between unions to facilitate recruitment	none	Other war workers and their families supported new unionization in war work.
	K3 1940	1939-19	45 Trade U	servi		Restaurant Sector		Hotel and Restaurant Employees Union Local 28		WWII GENERAL: Easier to organizer during the war because there were many jobs available. Workers sought out union shop or organized because the benefit vs risk made sense in that economy. The federal government needed manpower so also needed cooperation. In exchange for no-strike pledge, they conceded that if they got 51% the employer had to recognize the union. This put pressure on employers not an agree workers as it would impeded the war effort.	government. Employers knew that they had to				HREU Local 28		HREU Local 28										
	K3 1940	s 1939-19	45 Trade U	servi	- Food H rices and R king places S	Restaurant	Union membership, organizers	Hotel and Restaurant Employees Union Local 28		GENDER ISSUES IN IREU : (1) Men originally opposed to women organizers who saw them as unserious or frivious. Nuttail refers to that being related to the common attitude to all women, not just trade union women. (2) Status of mostly male occupations, like a cook, was much higher than female occupations, like a viatiess. (3) Local 28 was approximately 23 women [Nuttail], by the later 40 s that was reflected on the executive and negotiating committees, which, as a result, was representative of the the people in the union membership. Nuttail refers to a mix of women some who were very conscious, intelligent and well aware of political power. The international in contrast had only one woman on an Executive Board of 24. When Loc 28 was put under trusteeship the new leadership was all male.	important in the trade union movement: Waitresses, chambermaids, hotel workers. Who are they? We are tradesmen! This was a new ball-game, organizing service workers. I don't think they saw them as people. Particularly women." / "It wasn't so easy to change a cook				to	ne Bartenders Union is repeatedly referred, across oral histories as difficult for omen unionists to work with during the 330s and 1940s.											
	K3 1940	s 1947 Ap	ril Trade U	servi	- Food H rices and R king places S	Restaurant	All staff	Hotel and Restaurant Employees Union Local 28		conference, progressive Locals from the west coast and NY put up candidates who were shut down and intimidated by the International. Once defeated, the International began a campaign to expell	relationship and a social relationship [with a suspected communist] you were supposed to			single	we did a a mo a v W	ersonal consequences for Nuttal: "When I ent back, by this time I was married, and I of some valiflers work. My husband was in a sanitorium (TB) and we needed the oney. It wasn't easy for me to get a job as waitress. I was known. I worked for foodward's in their coffee shop, which asn't organized."	28, American Federation of Labour,	Canada VP									