

Jonnie Rankin	RELEVANT OCCURRENCE																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	Employee / Labour Strategies	Employer Strategies	Community Support
N1	1940s	1947	Trade Union	Office Work	Union office	Organizing	Office and Professional Employees International Union (OPEIU)	Vancouver, Canada	IWA did not org their own offices. OPEIU did. Small local, only a few people to org. OPEIU were considering org the banks but didn't get far. Jonnie identifies SORWUC as an equivalent situation but more aggressive in their organizing efforts. SD talks of traditional union approach being "we're organizing you" compared to SORWUC doing educational work with employees and providing resources for them to organize themselves.	To write for a labour newspaper	31	Married	Y, OPEIU	IWA as industrial union had non-union workers in the office.	Office and Professional Employees International Union (OPEIU), International Workers of America (IWA), SORWUC	x	Unceded territories of the x'məəkwəyəm (Musqueam), Skwxwú7mesh (Squamish) and səllwətəf (Tseil-Waututh)	Office workers	no	IWA, OPEIU	none	yes	none	Industrial union office employees organizing through a 2nd union.	none	
N1 N2 N3	1940s	abt 1945	Trade Union	722 - Food services and drinking places	Restaurant	Busboy; organizer	Fish and Oyster Bar	Granville St, Vancouver, Canada	REASONS NOT UNIONIZED Apathy of female employees toward unionizing because restaurant work was considered a transient occupation and therefore conditions and pay not considered of value. Staff disliking the HREU organizer delayed organizing. Employer created fearful atmosphere.		29	Separated	non-union	In a state of economic and emotional insecurity. Children at boarding school out of necessity. "Really incapable of working on the paper anymore, because I had to think and write. I just had to have a job where I didn't think, just slug it out." (refers to work as therapy). Realized throughwaitress work there that all the women were as precarious or even more so than she was. Talking through their shared issues and possible issues improved her mental health. / Still precarious after unionizing restaurant: offered an organizer job by the HREU. They'd top up her wages if she organized at the airport, but she was still trying to get her children back and the hours made that impossible. [Correlation between women's personal responsibilities and their ability to take significant roles in the union are illustrated throughout our research. A reasonable conclusion to make just from publicly available resources sans personal interviews.]	Fish and Oyster Bar ; HREU Loc 28	Emily Watts (Nuttall)	Unceded territories of the x'məəkwəyəm (Musqueam), Skwxwú7mesh (Squamish) and səllwətəf (Tseil-Waututh)	Restaurant	no	HREU Loc 28	none	no	Solidarity between co-workers. Finding safe spaces to meet. Sharing experiences. Confirming the value of the work and workers. Educating employees about their rights; speaking openly in the workplace about an issue that affects all. Having a union organizer working in the business, being part of the same experiences as the other workers.	No transparency re wages; making workers negotiate as individuals; creating an atmosphere that discourages employees about talking about their work issues in the workplace (threatening).	none	
N1 N2 N3	1940s	abt 1945	Trade Union	722 - Food services and drinking places	Restaurant	Busboy; organizer	Fish and Oyster Bar	Granville St, Vancouver, Canada	WORK CONDITIONS. Conditions of note were small pay, split shifts; not including higher quality food in their meal benefit.		29	Separated	union		Fish and Oyster Bar ; HREU Loc 28		Unceded territories of the x'məəkwəyəm (Musqueam), Skwxwú7mesh (Squamish) and səllwətəf (Tseil-Waututh)	Restaurant	no	HREU Loc 28	none	no	none	Not including higher quality food in their meal benefit	none	
N1 N2 N3	1940s	abt 1945	Trade Union	722 - Food services and drinking places	Restaurant	Busboy; organizer	Fish and Oyster Bar	Granville St, Vancouver, Canada	HOW THEY UNIONIZED: Jonnie organized through conversation, revealing shared concerns. The women's toilet was used as a private, feminized and communal space for expressing frustrations but Jonnie brought the discussion to the workplace floor. Reached out to HREU Loc 28. Got educational support from HREU Loc 28 (Minimum Wage Act) .	Re MWA: "So I brought about a 100 down, when I had my split shift, and I started handing the dumb things around. I said, 'Here's for you, here's for you.' Well, they laughed like hell. Here he brings a lawyer and he puts it up like it's a government declaration and I come in a few hours later and hand 'em all the same thing."		29	Separated	union		Fish and Oyster Bar ; HREU Loc 28 ; Minimum Wage Act		Unceded territories of the x'məəkwəyəm (Musqueam), Skwxwú7mesh (Squamish) and səllwətəf (Tseil-Waututh)	Restaurant	no	HREU Loc 28	none	HREU Loc 28 supplies educational materials	Staff to staff organizing	none	none
N1 N2 N3	1940s	abt 1945	Trade Union	722 - Food services and drinking places	Restaurant	Busboy; organizer	Fish and Oyster Bar	Granville St, Vancouver, Canada	PIE STORY Jonnie's story of defying the boss - refusing to pay for pie and other quality items not included in their meal benefit - escalated the situation with the boss. Pinned a copy of the Minimum Wage Act in the women's bathroom. She had to educate the workers that the 55 cents minimum wage did not mean they couldn't be higher. She went to the HREU for copies which she distributed to each worker in the workplace.	Negotiating with boss: "You know Jonnie, you're smart enough to be a waitress," and I said "Look, I'm smart enough to run this restaurant if I had the money. So are a lot of people. He said "If I give it to you I have to give it to everybody," and I said, "Naturally. That's why I'm here." Liked "even by the Chinese cooks."		29	Separated	union		Fish and Oyster Bar ; HREU Loc 28 ; Minimum Wage Act		Unceded territories of the x'məəkwəyəm (Musqueam), Skwxwú7mesh (Squamish) and səllwətəf (Tseil-Waututh)	Restaurant	no	HREU Loc 28	none	HREU Loc 28 supplies educational materials re wage law	Staff to staff organizing. Educating on Minimum Wage Act. Posting Act in place of employment. Provoking confrontation with the boss to put them in poor negotiating position.	Giving staff wrong information on labour laws. Isolating and intimidating staff.	none
N1 N2 N3	1940s	abt 1945	Trade Union	722 - Food services and drinking places	Restaurant	Busboy; organizer	Fish and Oyster Bar	Granville St, Vancouver, Canada	APRON STORY Jonnie's story about getting wage increase for busboys across the board for all 3 shifts. Ended up raising wages of busboys to the same as waitresses. Called out the boss when he tried to fatter her, responding with a lesson in class inequality. After getting increase, everyone signed up Loc 28		29	Separated	union		Fish and Oyster Bar ; HREU Loc 28		Unceded territories of the x'məəkwəyəm (Musqueam), Skwxwú7mesh (Squamish) and səllwətəf (Tseil-Waututh)	Restaurant	no	HREU Loc 28	none	none	Waitress negotiating on behalf of the waitresses and busboys, bringing them into an agreement.	Negotiating separately with each class of worker.	none	
N1 N2 N3	1940s	abt 1945	Trade Union	722 - Food services and drinking places	Restaurant	Busboy; organizer	Fish and Oyster Bar	Granville St, Vancouver, Canada	Jonnie went directly to the HREU Loc 28 President Emily Watts (Nuttall) letting her know that this restaurant could be unionized if they wanted to go in.		29	Separated	non-union		Fish and Oyster Bar ; HREU Loc 28	Loc 28 Pres Emily Watts aka Nuttall	Unceded territories of the x'məəkwəyəm (Musqueam), Skwxwú7mesh (Squamish) and səllwətəf (Tseil-Waututh)	Restaurant	no	HREU Loc 28	none	Identifying the right organizer for any given workplace; Union supporting union organizers.	Employee's approaching union re workplaces in need of organizing.	none	none	