

A: Suzie Fawcett										RELEVANT OCCURRENCE										Land		Labour				Union Action & Responses				Researcher notes
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 identified in record?	Labour Affiliations	Other Affiliations	Union Support	Employee / Labour Strategies	Employer Strategies	Community Support	Researcher notes			
A1	1920s	Nov 1929	Employment	814110 - Private Households	Private Household	Live-in caregiver	Mrs. Tate	Buchanan's home: 1980 W. 35th Ave. Vancouver	First job after immigrating was being a companion to the mother-in-law of Daniel Buchanan, Dean of Faculty of Arts, UBC. Made \$37.50 with room and board.		To enroll in nursing school	22	Employed as a single woman/ married during her tenure to a diesel mechanic who was a CBRT Marine Division member.	Non-union	Married Arthur Frederick Fawcett, a diesel engineer; 3 Sep 1930. He became a member of the Canadian Brotherhood of Railroad Transportation [CBRT], Marine Division Local 27. Susan chose to list her occupation on her marriage registration as "Secretary" despite being employed at that time as a companion. Worrall has an advertising presence up to at least the 1950s. Not known when this occurred but mentioned in response to question "Did you continue to work once you were married?"	Canadian Brotherhood of Railroad Transportation; University of British Columbia	Daniel Buchanan, Mrs Tate, Arthur Frederick Fawcett.	Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Domestic	no	none	founder member of Chemainus - Crofton art group	no	Potential employee representing themselves in a higher position than they currently hold so they won't be employed below their potential.	NA	NA				
A1	NK	NK	Employment	[Accounting]	Accounting	Credit Manager	William Worrall's Furniture Store	939 Granville St. Vancouver	\$100+/month as credit manager during a bankruptcy until they closed. The wages were good because it was "a big job".		Closure of company.	NK	Married	Non-union		William Worrall's Furniture Store		Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Accounting	no	none	none	no	none	High pay for short-term contract	none				
A1	1920s	abt. 1929	Education	[Nursing]	Paid training	Nurse in training	St. Paul's Hospital	Vancouver	Abandoning her education because of affordability issues. Enrolled in the Nursing School which paid \$10/month. She married during this time. Her husband was also in school for diesel engineers, but without pay. After rent, her wage was only \$2/month, despite living with relatives.		To take a higher-wage job at the hospital.	NK	Single/Married	Non-union	Room likely at sister Margaret's apt 837 Richards Street. She was recorded in the 1930 city directory as living there along with Thomas Taylor, transf. Margaret was working as a waitress at Vancouver Hotel and Suzie's occupation was recorded as "maid".	St Paul's Hospital		Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Education, nursing	no	none	none	no	none	none	none				
A1	1930s	1929-1931	Employment	[Hospital]	General duties	NK	St. Paul's Hospital	Vancouver	Took employment working on the day wards. Duties not identified.		Not clear. At some point she went to Scotland to see her mother.	Abt. 24	Married	NK	In 1931 census taken in April, they were boarders at 2211 E 35th, the home of Henry (Hotel dining room porter) and Sarah Taylor. Suzie is recorded as homemaker and her husband as clerk at the Sheriff's office.	St Paul's Hospital		Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Nursing	no	none	none	no	none	none	none				
A1	1930s	1937	Employment	722 - Food services and drinking places	Hotel Restaurant	Cook	Hotel Vancouver [2]	Vancouver [Granville & Georgia]	Working in the "still room", making salads, coffee, etc. Position paid \$37.50/month with uniforms and hotel meals included. When she worked a split shift she got 3 meals a day; when on straight shift, 2 meals a day.		Went to work at the newly opened Hotel Vancouver	30	Married	Non-union	Was aware of the condition of the unemployed. Was working at hotel when the unemployed [tin canners] occupied the Post Office.	Hotel Vancouver [2]		Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Restaurant, Kitchen work	no	none	none	no	none	Providing meals to employees.	none				
A1	1930s /1940s	1939	Employment	722 - Food services and drinking places	Hotel Restaurant	Short-order cook / supervisor	Hotel Vancouver [3]	Vancouver [Burrard and Georgia]	Depression economic conditions still evident into the 1930s. Agreed to transfer to the new Hotel Vancouver where she was advanced to a short-order cook. Duties: carving meat, making breakfasts. Supervised 12 other female counter staff. Describes working conditions as excellent; management support with an emphasis on the hotel's support of staff and their families' celebrations. Wages \$60/month. Received cost of living bonus in 1940/41 of \$13/month. The government had sealed the jobs due to the war.		NA	30	Married	Non-union	Gained confidence after taking a union-offered speech course. "I think I just liked it. I liked people. I liked to talk to people."	Hotel Vancouver [3]		Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Restaurant, Kitchen work	no	none	none	NA	none	Good working conditions and support of employees, staff and family celebrations, cost of living bonus.	none				
A1	1940s	1941	War	722 - Food services and drinking places	/	Waiter; Waitress; cook; Chef	Hotel Vancouver [3]	Vancouver [Burrard and Georgia]	EFFECT OF WWII ON WORKING CONDITIONS: (1) Susan's husband signed up for the war as soon as it was declared, same for many other women; Susan stresses the importance of retaining women already trained in their hotel work, emphasizing housewife management and hosting skills being transferable to hotel work (2) Military recruiters came in to solicit female workers for store room work, etc. Susan did not to join as she was the primary caretaker of her extended family and others; (3) All men of military age were recruited (4) Non-English staff (many known to be Italian) were required to speak English at all times, management fearing they would be identified as enemy aliens, a risk given that soldiers regularly dined and stayed there. [see other context]	"the manager always put a sign up that please English only to be spoken in. Because we did have a lot of other nationalities... but he preferred everyone speak English just in case there was anybody thinking it might be spies or something." [OBJ-627_sideA_page3]: [a man] couldn't join the army, he was put into the farms. They took away everybody except Swiss."	NA	32	Married	Non-union and Union	"(1) The HV chef, Antonio Scarabelli, was not Swiss, but Italian. This common device of misidentification used by Italians and Germans was likely sparked when his brother, Carlo, head chef at the Chateau Laurier Hotel Chef, was interned as an enemy alien for 2 months in 1940. He was subsequently released to become a "Travelling Inspector for the C.N.R. hotels". (2) Members of the prominent Culos family believe the HV had an RCMP officer working undercover as a waiter in April 1940 when the Circolo Giulio Giordani and Circolo Roma held a banquet there for the purpose of collecting member names that were thought to have (and in some cases admitted to having) fascist sympathies. (3) At least 3 people working in the HV were interned: Owner of the hotel barbership, one waiter, one of the cooks. [sources of 3 & 4: Injustice Served, Raymond Culos, 2012.]	Hotel Vancouver [3];		Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Restaurant, Hotel	no	none	none	Na	Leveraging related home-domestic experience into jobs in the hotel and restaurant sector.	Employee retention following training	none				
A1	1940s	1940-1941	Union Activity	722 - Food services and drinking places	Hotel Restaurant	Waiter; Waitress; cook; Chef	Hotel Vancouver [3]	Vancouver [Burrard and Georgia]	48 male waiters and 28 bus boys ( HREU Loc 28 never approached the waitress to unionize) walked out 23 Dec 1940 during the children's annual Christmas Party after strike called by a Business Agent. Says they weren't fired for joining union, but for walking out. Local 28 lost the support of worker when the union went to court arbitration and claimed the meals workers received as an employee benefit were poor quality. No worker would swear to the HREU argument, Susan says because the claim had no merit. End of strike negotiated with help of TLC intermediary.	"Then after that Christmas... That [1940] was the Christmas the hotel hired women; they put brought the waitresses in then, they let them in." " And those old me, the men that had been there for 35 or 40 years, lost their jobs, all their pension. They lost everything. [after the walkout]"	NA	abt. 32 -	Married	Non-union	Considered male occupations in the HV. Short order cook, chef, sous chef, porters, housemen, bartenders, maitre',	Hotel Vancouver [3]; HREU Local 28	Hotels could claim reputational harm if quality of food issue could not be proven.	Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Restaurant, Hotel	yesno	HREU Local 28 / Vancouver Trade & Labour Council	none	Yes	Walk out, strike; media. Negative strategy; lost support of workers due to misrepresenting work conditions.	Strict conditions imposed on strikers who want to return; lying; intimidation; media	none				
A1	1940s	1941	Union Activity	722 - Food services and drinking places	Hotel Restaurant	Waiter; Waitress; cook; Chef	Hotel Vancouver [3]	Vancouver [Burrard and Georgia]	Staff would compare their wages/conditions to others in the same sector (Devon and Georgia Hotel, shipyards). HV was paying less than Devon & Georgia. Shipyards made \$1.25-1.50/hr while HV waitresses were making \$60/mo. Wait staff joined CBRT who handled all CN businesses, so when the RR went on strike, the HV went out to support them. Never had a strike at HV which Susan says was because they had good relationships with management and if any issues a CBRT rep could be brought in.		NA	NK	Married	Union / Non-union		Hotel Vancouver [3]; Canadian Brotherhood of Railway, Transportation and General Workers Union (CBRT&GW); VTLG, Georgia Hotel, Devon Hotel, Empress Hotel, CNR.		Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Restaurant, Hotel	no	Canadian Brotherhood of Railway, Transportation and General Workers Union (CBRT&GW)	Local hotel and restaurant workers.	Bringing in negotiators from a higher labour organization (ie HREU bringing in TLC in this case)	Employees discussing wages/conditions with employees at other businesses in same sector. / Maintaining a good working relationship with management.	Employer putting the power of the consortium it was part of to argue standardization of wages in their favour.	none				
A1	1940s	1942 - ?	Union Activity	722 - Food services and drinking places	Hotel Restaurant	Shop steward; President; Audit Committee member; Recording Secretary.	Hotel Vancouver [3]; Canadian Brotherhood of Railway, Transportation and General Workers Union (CBRT&GW)	Vancouver [Burrard and Georgia]	(1) Involved in talks with CBRT & GW Western representative when the HV unionization was first being organized. The provincial gov't had to approve the unionization. (2) Was CBRT & GW Shop Steward for her whole time at the HV. As SS she would assist staff for whom English was a second language by writing letters to Management or union for them. Saw her role as buffer between management and the work. Gives several examples of resolving what she defines as misunderstandings on staff's part re certain conditions. (3) 4 years as President (about 400 members) [paid position, part-time]. As Pres, negotiated as part of a team, local meeting once a month, enforce rules of order. (4) If she had to go to Ottawa or needed time off for a union matter, management gave them the time and did not dock pay. (4) One of the conditions negotiated with CBRT&GW for joining their union was that the union not be affiliated with a political party. This was an important issue for Susan and she talks about when the union tried to change this, she fought, and won, to stop them.	"I've been on everything".	NA	NK	Married	Union	(1) Husband was supportive of her work in HV and union. (2) Turnover was high - people no longer wanted to stay in one occupation; (3)	Hotel Vancouver [3]; Canadian Brotherhood of Railway, Transportation and General Workers Union (CBRT&GW); VTLG,	CBRT&TW Western Rep Huey Allison.	Unceded territories of the x'me0kwayam (Musqueam), Skwxw7mesh (Squamish) and səlilwətał (Tsleil-Waututh)	Restaurant, Hotel	no	Canadian Brotherhood of Railway, Transportation and General Workers Union (CBRT&GW)	none	Training programs; all levels of union management in contact and available to the shop steward; in-house reps going to conferences (and expenses paid for by union); monthly newsletters sharing info on negotiations and result across the sector; check-off system for dues; seniority; equal pay for equal work (written into contract); would not let some workers join the union because there were on a higher scale (so no closed shop);	Willing to engage in negotiation with union and settle before action is needed; supporting in-house union rep with time off and pay when absent for union work; using 'big words' in negotiation to try and fool the union rep;	none					